



Grades 9 to 12 Esthetics

Manitoba Technical-Vocational
Curriculum Framework
of Outcomes



GRADES 9 TO 12
ESTHETICS

Manitoba Technical-Vocational Curriculum
Framework of Outcomes

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This resource is available on the Manitoba Education website at
www.edu.gov.mb.ca/k12/cur/teched/sy_tech_program.html.

Available in alternate formats upon request.

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TECHNICAL-VOCATIONAL EDUCATION OVERVIEW

In 2013, Manitoba Education released the document *Technical-Vocational Education Overview*, available at www.edu.gov.mb.ca/k12/cur/teched/sy_tech_programs.html, to provide the philosophical and pedagogical underpinnings for curriculum development and the teaching of courses in the Senior Years Technology Education Program.

This overview presents educators with the vision and goals of technical-vocational education (TVE) in Manitoba. Topics include the following:

- curriculum revitalization and renewal
- curriculum framework and implementation
- articulation of programming
- assessment and reporting
- safety
- employability/essential skills and career development
- sustainable development

The TVE curriculum includes Grades 9 to 12 courses in a variety of areas, including esthetics.

ESTHETICS OVERVIEW

Introduction

Grades 9 to 12 Esthetics: Manitoba Technical-Vocational Curriculum Framework of Outcomes identifies the goals, general learning outcomes (GLOs), and specific learning outcomes (SLOs) for the 12 esthetics courses. This framework is intended for use in all Manitoba schools teaching esthetics courses as part of the Senior Years Technology Education Program.

Description of Esthetics

According to Apprenticeship Manitoba, the esthetics profession consists of two designated trades: nail technician and skin care technician:

Estheticians provide a service to individuals through their professional knowledge and expertise in the use of cosmetic products and treatments. The esthetician trade is comprised of two sub-components: nail technician and skin care technician. The scope of nail technician includes work involved with nails only. The scope of skin care technician includes work involved with skin care only. The scope of esthetician includes work involved in both nail and skin care. (Manitoba Jobs and the Economy, "Esthetician [Nail Technician] [Skin Care Technician] Provincial Occupational Analysis" 6)

Students have the option of obtaining certification in either or both trades. Apprenticeship Manitoba designates an esthetician as a person who has obtained journey person status in both trades.

Background of Esthetics

The word *esthetic* (sometimes spelled *aesthetic*) means related to beauty or the appreciation of beauty.

Esthetics promotes human well-being in a variety of ways, including improving people's appearance, reducing their stress, helping them relax, and providing them with a pleasurable, indulgent experience. Esthetics services improve skin, body, and nail health, which can result in increased self-esteem and confidence.

Nail technicians and skin care technicians are licensed professionals who provide expert advice and personalized regimes related to the health and care of nails and skin. They also provide professional product knowledge, including information related to sanitary nail and skin practices. Technicians help people celebrate special events, such as graduations, weddings, and socials.

Technicians sometimes become familiar with personal aspects of their clients' lives. As a result, they must demonstrate discretion and portray a respectful, caring, and nurturing attitude toward their clients.

Technicians need to understand the principles of colour and design in order to give clients the look they want. They also demonstrate creativity in setting up displays and in creating an atmosphere that promotes relaxation and well-being.

Nail Technology

Nail technology consists of treatments (both natural and artificial) to the nails of the hands and feet. This includes performing manicures and pedicures, extending nails, and decorating nails. Nail technicians creatively choose colours and designs to help their clients achieve the look they desire.

Nail technicians are licensed professionals who provide expert advice related to the health and care of nails. They also provide professional product information related to nails, including sanitary nail practices.

A nail technology graduate can seek employment as an apprentice nail technician performing a variety of services, including manicures, pedicures, treatments, artificial nail services, and nail art. Related careers include, but are not limited to, areas such as product educators, nail salon managers and owners, nail technology writers, and teachers.

To help further their careers in nail technology, graduates must complete their apprenticeship and obtain their journey person certification. They also have the option to pursue advanced training in specialized areas.

Nail technology graduates are typically employed in a variety of locations, including salons or spas, cruise ships, product distributors, research facilities, and so on.

According to Apprenticeship Manitoba,

a nail technician performs the following:

- Performing manicures and pedicures
- Removal of nail enamel, nail buffing and applying nail enamel
- Cleaning and shaping nails to make them more attractive
- Enhancing nails
- Extending natural nails with enhancement products
- Wrapping nails to mend and strengthen
- Applying temporary nail tips
- Applying UV-cured polish and extended-wear polish
- Decorating clients' nails with designs or attaching ornaments to nails
- Applying artificial nails
- Caring for the skin of hands and feet

(Manitoba Jobs and the Economy, "Esthetician [Skin Care Technician] [Nail Technician] Provincial Occupational Analysis" 6)

Skin Care Technology

Skin care technology consists of the application of various treatments to the skin's epidermal layer to promote the skin's health and appearance.

Skin care technicians are licensed professionals who provide expertise in the application of makeup, as well as skin care and beauty products. They provide clients with unique therapeutic experiences, including aromatherapy. They promote the maintenance and upkeep of skin to keep it in its healthy state. They also assist in the management of certain skin conditions, such as mild acne and aging skin. They express their creativity by selecting makeup and treatments to give their clients the look they desire.

A skin care technology graduate can seek employment as an apprentice skin care technician performing a variety of services, including facials and treatments, hair removal, makeup artistry, and spa services. Related careers include, but are not limited to, areas such as product educators, spa managers and owners, makeup artists, makeup consultants, esthetics writers, and skin care technology teachers.

To help further their careers in skin care technology, graduates must complete their apprenticeship and receive their journey person certification. They also have the option to pursue advanced training in specialized areas.

Skin care technology graduates are typically employed in a variety of locations, including salons or spas, cruise ships, medical facilities, theatres, movie sets, product distributors, research facilities, and so on.

According to Apprenticeship Manitoba,

a skin care technician performs the following:

- Cleansing of face, neck and shoulders
- Skin care treatments
- Advanced skin treatments
- Facial treatments
- Body treatments
- Analysis of skin condition
- Facial masks
- Make-up artistry and techniques
- Hair removal by depilatory methods
- Relaxation massages and muscle toning
- Correction of skin problems using currents
- Lash and brow tinting
- Individual eyelash application

(Manitoba Jobs and the Economy, "Esthetician [Skin Care Technician] [Nail Technician] Provincial Occupational Analysis" 7)

Esthetics Course Requirements

The Grades 9 to 12 esthetics courses are divided into clusters: **esthetics, nail technology, and skin care technology.**

The following course is **optional** in any of the clusters:

9063 Exploration of Esthetics (optional)	15S / 15E / 15M
	10S / 10E / 10M

The following course contains much of the common core for both the nail technology and skin care technology trades, and is **required for each cluster**:

9064 Introduction to Esthetics	20S / 20E / 20M
--------------------------------	-----------------

Esthetics

To complete this cluster, students need to complete the following 11 courses:

9064 Introduction to Esthetics	20S / 20E / 20M
9065 Manicure and Pedicure Treatments	30S / 30E / 30M
9068 Basic Skin Care	30S / 30E / 30M
9069 Intermediate Skin Care	30S / 30E / 30M
9074 Advanced Skin Care	30S / 30E / 30M
9066 Artificial Nails	40S / 40E / 40M
9067 Applied Nail Technology	40S / 40E / 40M
9075 Applied Skin Care	40S / 40E / 40M
9076 Hair Removal	40S / 40E / 40M

9077 Makeup Artistry 40S / 40E / 40M

9078 Spa Services 40S / 40E / 40M

Nail Technology

To complete this cluster, students need to complete the following four courses:

9064 Introduction to Esthetics 20S / 20E / 20M

9065 Manicure and Pedicure Treatments 30S / 30E / 30M

9066 Artificial Nails 40S / 40E / 40M

9067 Applied Nail Technology 40S / 40E / 40M

Skin Care Technology

To complete this cluster, students need to complete the following eight courses:

9064 Introduction to Esthetics 20S / 20E / 20M

9068 Basic Skin Care 30S / 30E / 30M

9069 Intermediate Skin Care 30S / 30E / 30M

9074 Advanced Skin Care 30S / 30E / 30M

9075 Applied Skin Care 40S / 40E / 40M

9076 Hair Removal 40S / 40E / 40M

9077 Makeup Artistry 40S / 40E / 40M

9078 Spa Services 40S / 40E / 40M

Implementation of Esthetics

To receive a Senior Years Technical Education diploma, a student must complete a minimum of eight departmentally developed courses from an approved technical-vocational cluster, together with 16 compulsory credits and six optional credits. As in all subject areas, high school students may take the courses in any grade. While the grade level at which the courses are offered is a local school-based decision, it is highly recommended that the sequencing of credits follow the schedule set out at the end of this overview.

Cross-curricular learning outcomes include essential skills from subject areas including, but not limited to, information and communication technologies, English language arts, the arts, the sciences, and mathematics, and these are to be integrated into the authentic learning activities of the course. Learning outcomes dealing with the following topics are also integrated into most courses:

- health and safety
- sustainability
- ethical and legal standards
- employability skills
- working conditions and career opportunities
- evolution, technological progression, and emerging trends

In most courses, the emphasis is on applied learning activities. For instructional purposes, the sequence of learning outcomes can vary, based on the learning activities within the course. In other words, learning outcomes can be addressed in an order different from how they appear in this document. Teachers are advised to select the learning activities best suited to addressing the learning outcomes, based on a variety of factors, including access to resources and regional needs.

In light of rapidly changing trends in esthetics, teachers are encouraged to update their learning activities to meet the needs of students.

Apprenticeship Certification

To teach the esthetics courses described in this document, teachers must refer to Apprenticeship Manitoba's Level 1 "[Esthetician \(Nail Technician and Skin Care Technician\)](http://www.gov.mb.ca/wd/apprenticeship/pdfpubs/pubs/discover/mb_trades/esthetician/esthetician_lev1.pdf)" curriculum document, available at www.gov.mb.ca/wd/apprenticeship/pdfpubs/pubs/discover/mb_trades/esthetician/esthetician_lev1.pdf.

The SLOs in the mandatory high school courses include all the objectives found in Apprenticeship Manitoba's training for Level 1 Esthetician (Nail Technician and Skin Care Technician). Some of the SLOs in this framework of outcomes include an alphanumeric reference at the end, such as (A1.2), which refers to Unit A1, Objective 2 of Level 1 from Apprenticeship Manitoba. In some cases, the Apprenticeship objectives have been reworded to make them more consistent with this framework of outcomes or more appropriate for high school students.

The Apprenticeship Manitoba documents provide necessary, detailed information and clarification of the high school framework's learning outcomes. Teachers must teach all the objectives and content found in the Apprenticeship documents that are referenced in this framework. This will ensure that students will meet all the objectives identified by Apprenticeship Manitoba.

Schools that offer the entire nail technology or skin care technology curriculum (which does not require the optional Grade 9 course), may be eligible for accreditation with Apprenticeship Manitoba. For more information on accreditation, see "Information for Instructors and Educators" at www.gov.mb.ca/wd/apprenticeship/generalinfo/instructoreducators.html.

Trade Safety Awareness Manual

Apprenticeship Manitoba has developed a Trade Safety Awareness Unit, the purpose of which is to increase student awareness of trade safety in the workplace. All students, including those in high school, studying a designated trade must complete this seven-hour unit. The learning outcomes from the Trade Safety Awareness Unit have been incorporated into Goal 1 of this curriculum. For more information, and to access the Trade Safety Awareness Unit and its tests and other resources, see [Instructor Trade Safety Awareness Manual](http://www.gov.mb.ca/wd/apprenticeship/pdfpubs/pubs/general/trade_safety/instructor.pdf) at www.gov.mb.ca/wd/apprenticeship/pdfpubs/pubs/general/trade_safety/instructor.pdf.

The Trade Safety Awareness Unit's alphanumeric designations are located at the end of some learning outcomes in this framework. For example, the following SLO is found in the *Introduction to Esthetics* course: Explain the S.A.F.E. acronym. (TSA 6). The (TSA 6) indicates that this learning outcome is taken from Apprenticeship Manitoba's Trade Safety Awareness Unit.

Esthetics Goals and General Learning Outcomes (GLOs)

The specific learning outcomes for each esthetics course are based on the following curriculum goals and general learning outcomes (GLOs). **Please note that some courses do not address all these goals and GLOs.**

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices**.

GLO 1.1: Describe and demonstrate **personal and public sanitation**.

GLO 1.2: Describe and demonstrate **health and safety practices**.

GLO 1.3: Maintain a **safe and organized workstation**.

GLO 1.4: Demonstrate an awareness of safety as it pertains to the *Trade Safety Awareness Manual*.

Goal 2: Describe and demonstrate knowledge and skills related to **pre-service**.

GLO 2.1: Describe and demonstrate the process of **preparing the workstation**.

GLO 2.2: Describe and demonstrate the process of **preparing the client**.

Goal 3: Describe and demonstrate knowledge and skills related to **service**.

GLO 3.1: Describe and demonstrate **esthetics services**.

Goal 4: Describe and demonstrate knowledge and skills related to **post-service**.

GLO 4.1: Describe and demonstrate the post-service steps that the technician performs **while the client is in the salon**.

GLO 4.2: Describe and demonstrate the post-service steps that the technician performs **after the client leaves the salon**.

Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items**.

GLO 5.1: Demonstrate the **operation** of **equipment, tools, and implements**.

GLO 5.2: Demonstrate the **use** of **materials, products, and consumable items**.

GLO 5.3: Demonstrate the **maintenance and storage** of **equipment, tools, implements, materials, products, and consumable items**.

Goal 6: Demonstrate an understanding of the **evolution** of the esthetics industry, including its **technological progression and emerging trends**.

GLO 6.1: Describe the **evolution** of the esthetics industry, including its **technological progression and emerging trends**.

Goal 7: Demonstrate an understanding of **career opportunities** in esthetics.

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry.

GLO 7.2: Review and demonstrate the knowledge and skills required to pass the **Provincial Nail Technician/Skin Care Technician Examinations**.

Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.

GLO 8.1: **Read, interpret, and communicate** information related to esthetics.

GLO 8.2: Apply knowledge and skills related to esthetics from **the arts**.

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences**.

GLO 8.4: Apply knowledge and skills related to esthetics from **mathematics**.

Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry.

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients.

GLO 9.2: Describe the esthetics industry's **sustainability practices** and their impact on the **environment**.

GLO 9.3: Describe **sustainable business practices** within the esthetics industry.

Goal 10: Demonstrate **ethical and legal standards** as they pertain to the esthetics industry.

GLO 10.1: Practise **ethical and legal standards** as they pertain to esthetics.

Goal 11: Demonstrate **employability skills** related to the esthetics industry.

GLO 11.1: Demonstrate **fundamental employability skills**.

GLO 11.2: Demonstrate an understanding of the **business operation** of a salon.

Specific Learning Outcomes (SLOs)

Grades 9 to 12 Esthetics: Manitoba Technical-Vocational Curriculum Framework of Outcomes identifies specific learning outcomes (SLOs) for use in all Manitoba schools teaching the Grades 9 to 12 esthetics courses as part of the Senior Years Technology Education Program. SLO statements define what students are expected to achieve by the end of a course.

It is essential for students to learn and to demonstrate safety practices and employability skills; therefore, some SLOs related to safety and to employability skills are repeated in all the esthetics courses.

Please note that SLOs are not identified for the goals and GLOs that are not addressed in a given course.

Course Descriptions

Course titles, descriptions, and codes for the esthetics courses follow. For an explanation of the codes, refer to the [Subject Table Handbook: Technology Education](#) (Manitoba Education and Advanced Learning), available at www.edu.gov.mb.ca/k12/docs/policy/sthte/index.html.

Nail Technology Course Descriptions

9063 Exploration of Esthetics (Optional)
(half credit) 15S/15E/15M
(full credit) 10S/10E/10M

This is an **optional** course intended for students wishing to sample esthetics. It provides **entry-level instruction in nail technology and/or skin care technology**. Students can receive either a half credit or a full credit.

9064 Introduction to Esthetics* 20S/20E/20M

This course introduces students to nail technology and skin care technology. It is a course for both professions, containing common elements from each.

* Please note that **9064 Introduction to Esthetics** is a required course for both the **nail technology cluster** and the **skin care technology cluster**. It contains much of the common core for both trades.

Students in this course are required to describe some introductory nail and skin care services. They are **not** required to demonstrate procedures in the area in which the teacher is not certified. For example, a teacher who is a certified nail technician but not a certified skin care technician is **not** required to have students demonstrate skin care procedures, and vice versa.

9065 Manicure and Pedicure Treatments 30S/30E/30M

The emphasis in this course is on manicures and pedicures, massage, treatments, gel nail polish services, and intermediate nail art.

9066 Artificial Nails 40S/40E/40M

The emphasis in this course is on gel and acrylic nails, 3-D nail art, and nail enhancements.

9067 Applied Nail Technology 40S/40E/40M

The emphasis in this course is on aromatherapy, reflexology, and advanced airbrushing services, business practices, and preparation for the Provincial Nail Technician Examinations.

Skin Care Technology Course Descriptions

9063 Exploration of Esthetics (Optional)
(half credit) 15S/15E/15M
(full credit) 10S/10E/10M

This is an **optional** course intended for students wishing to sample esthetics. It provides **entry-level instruction in nail technology and/or skin care technology**. Students can receive either a half credit or a full credit.

9064 Introduction to Esthetics* 20S/20E/20M

This course introduces students to nail technology and skin care technology. It is a course for both professions, containing common elements from each.

Students in this course are required to describe some introductory nail and skin care services. They are **not** required to demonstrate procedures in the area in which the teacher is not certified. For example, a teacher who is a certified nail technician but not a certified skin care technician is not required to have students demonstrate skin care procedures, and vice versa.

9068 Basic Skin Care 30S/30E/30M

The emphasis in this course is on client care, consultation, basic skin analysis, safety and sanitation, deep cleansing, and exfoliation.

9069 Intermediate Skin Care 30S/30E/30M

The emphasis in this course is on intermediate skin analysis, skin types, product knowledge, massage, home maintenance, and electrical modalities.

9074 Advanced Skin Care 30S/30E/30M

The emphasis in this course is on collagen treatments and chemical peels, advanced massage movements, and facial machines.

9075 Applied Skin Care 40S/40E/40M

The emphasis in this course is on specialized masks, and demonstrating the practical skills associated with a variety of facial treatments.

9076 Hair Removal 40S/40E/40M

The emphasis in this course is on chemical and physical depilatories, including waxing and sugaring, tweezing, and lash and brow enhancements.

* Please note that **9064 Introduction to Esthetics** is a required course for both the **skin care technology cluster** and the **nail technology cluster**. It contains much of the common core for both trades.

9077 Makeup Artistry

40S/40E/40M

The emphasis in this course is on daytime, evening, bridal, fantasy, and mature makeup application, as well as specialized makeup application.

9078 Spa Services

40S/40E/40M

The emphasis in this course is on aromatherapy, reflexology, hot stone therapy, massage techniques, body treatments, and preparation for the Provincial Skin Care Technician Examinations.

Curriculum Implementation Dates

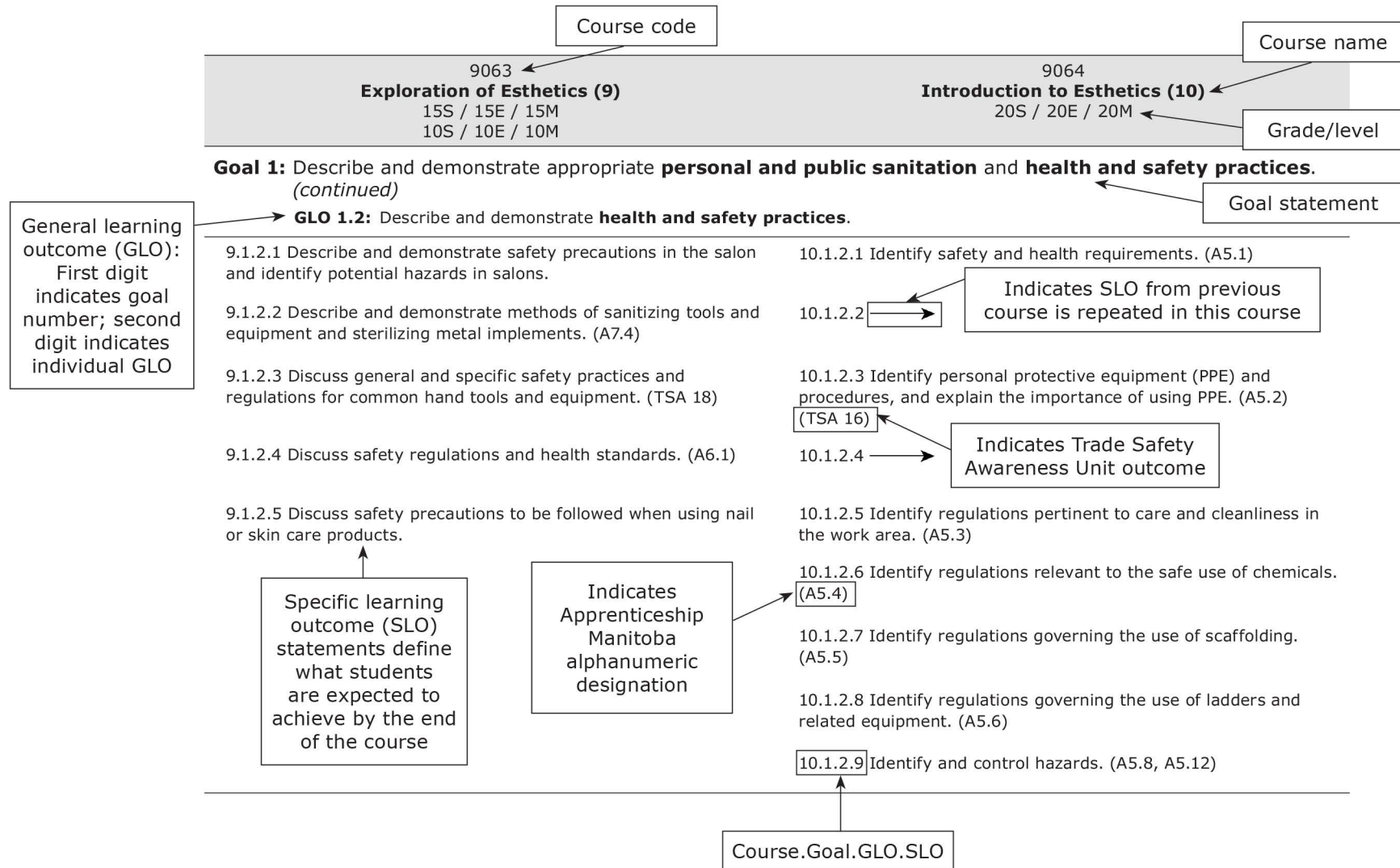
During **voluntary implementation**, teachers have the option of teaching the entire new draft curriculum as soon as Manitoba Education and Training releases it on the [Technology Education](http://www.edu.gov.mb.ca/k12/cur/teched/sy_tech_program.html) website at www.edu.gov.mb.ca/k12/cur/teched/sy_tech_program.html. They also have the option of teaching courses from the previous curriculum. Teachers who implement courses before system-wide implementation need to ensure that students who are already taking courses from the previous curriculum achieve all SLOs with a minimum of redundancy.

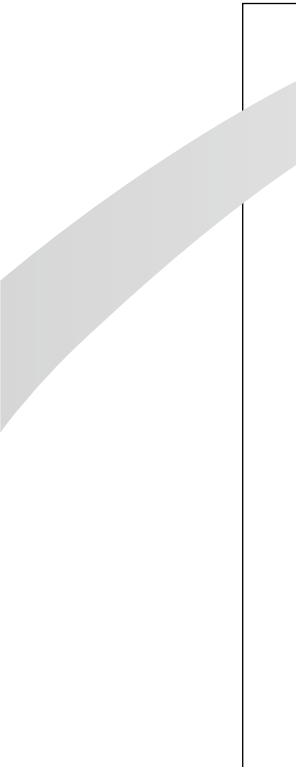
Voluntary implementation of all esthetics courses began in the fall of 2014 and will continue until their respective system-wide implementation dates.

Date	System-Wide Implementation
Fall 2015	Grade 9 (optional)
Fall 2016	Grade 10
Fall 2017	Grade 11
Fall 2018	Grade 12

Under **system-wide implementation**, all teachers in Manitoba teach the new curriculum and use the new course codes. Teachers will no longer be able to use the previous course codes. Course codes are found in the [Subject Table Handbook: Technology Education](http://www.edu.gov.mb.ca/k12/docs/policy/sthte/index.html) at www.edu.gov.mb.ca/k12/docs/policy/sthte/index.html.

Guide to Reading Esthetics Goals and Learning Outcomes





GRADES 9 AND 10 ESTHETICS

General and Specific Learning
Outcomes by Goal

GRADES 9 AND 10 ESTHETICS: GENERAL AND SPECIFIC LEARNING OUTCOMES BY GOAL

9063
Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices**.

GLO 1.1: Describe and demonstrate **personal and public sanitation**.

9.1.1.1 Describe good hygiene practices. (A7.1)	10.1.1.1 —→
9.1.1.2 Describe the importance of hand sanitation and demonstrate the procedures used to sanitize hands. (A7.3)	10.1.1.2 —→
9.1.1.3 Describe and demonstrate personal and public hygiene practices.	10.1.1.3 Identify bacteriology and the related diseases and disorders. (A7.2)
9.1.1.4 Discuss the process of sanitizing equipment. (B2.6)	10.1.1.4 Discuss the process of sanitizing and sterilizing implements and equipment. (A7.5)
9.1.1.5 Discuss the process of sterilizing equipment. (B2.7)	10.1.1.5 Discuss the process of sanitizing equipment. (B2.6)
	10.1.1.6 Discuss the process of sterilizing metal equipment (B2.7)
	10.1.1.7 Practise sanitizing and sterilizing implements, equipment, and other supplies. (A7.7)
	10.1.1.8 Describe contamination and decontamination.
	10.1.1.9 Explain the difference between and the use of an antiseptic and a disinfectant.
	10.1.1.10 Describe the three levels of infection control: sanitation, disinfection, and sterilization.

9063
Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.2: Describe and demonstrate **health and safety practices.**

9.1.2.1 Describe and demonstrate safety precautions in the salon and identify potential hazards in salons.

9.1.2.2 Describe and demonstrate methods of sanitizing tools and equipment and sterilizing metal implements. (A7.4)

9.1.2.3 Discuss general and specific safety practices and regulations for common hand tools and equipment. (TSA 18)

9.1.2.4 Discuss safety regulations and health standards. (A6.1)

9.1.2.5 Discuss safety precautions to be followed when using nail or skin care products.

10.1.2.1 Identify safety and health requirements. (A5.1)

10.1.2.2 ———>

10.1.2.3 Identify personal protective equipment (PPE) and procedures, and explain the importance of using PPE. (A5.2) (TSA 16)

10.1.2.4 ———>

10.1.2.5 Identify regulations pertinent to care and cleanliness in the work area. (A5.3)

10.1.2.6 Identify regulations relevant to the safe use of chemicals. (A5.4)

10.1.2.7 Identify regulations governing the use of ladders and related equipment. (A5.5)

10.1.2.8 Identify ergonomics. (A5.6)

10.1.2.9 Identify hazard recognition and control. (A5.7) (TSA 20)

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Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.** *(continued)*

GLO 1.2: Describe and demonstrate **health and safety practices.** *(continued)*

10.1.2.10 Identify and recognize the hazards of confined space entry and the preparation needed to work in a confined space. (A5.8) (TSA 20)

10.1.2.11 Describe first aid and cardiopulmonary resuscitation (CPR) training and provide information regarding training locations. (A5.9)

10.1.2.12 Explain the Workplace Hazardous Materials Information System (WHMIS), and identify the current safety requirements as they apply to it. (A5.10) (TSA 13)

10.1.2.13 Describe the identification and control of specified hazards. (A5.11)

10.1.2.14 Discuss potential hazards in working in a salon. (A6.3)

10.1.2.15 Discuss drug and alcohol safety regulations. (A6.5)

10.1.2.16 Discuss safety precautions to be followed when using nail products. (B2.9)

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Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.3: Maintain a **safe and organized workstation.**

9.1.3.1 Describe guidelines to maintain a clean and orderly work area. (A7.6)

9.1.3.2 Explain general and specific safety practices for tools used to perform services. (B2.5) (TSA 18)

9.1.3.3 Maintain a safe and organized workstation.

10.1.3.1 ———>

10.1.3.2 Explain general and specific safety practices for implements and equipment. (B2.5)

10.1.3.3 Discuss and practise fire-prevention and firefighting procedures. (A6.4)

10.1.3.4 Describe guidelines on how to deal with blood-borne pathogens.

GLO 1.4: Demonstrate an awareness of safety as it pertains to the *Trade Safety Awareness Manual*.

10.1.4.1 Explain the importance of trade safety and health in reducing injuries and fatalities to young employees in Manitoba. (TSA 1)

10.1.4.2 Describe the rights and responsibilities of employees, employers, and supervisors under *The Workplace Safety and Health Act*. (TSA 2)

10.1.4.3 Describe the steps to use in the Right to Refuse process. (TSA 3)

10.1.4.4 Explain how and where to find information on workplace safety and health. (TSA 4)

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Exploration of Esthetics (9)
15S / 15E / 15M
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9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.4: Demonstrate an awareness of safety as it pertains to the *Trade Safety Awareness Manual.* (continued)

10.1.4.5 Demonstrate how to handle a potentially dangerous work situation. (TSA 5)

10.1.4.6 Explain the S.A.F.E. acronym. (TSA 6)

10.1.4.7 Define workplace safety and health hazards. (TSA 7)

10.1.4.8 Give examples of trade-specific workplace safety and health hazards. (TSA 8)

10.1.4.9 Give examples of five types of safety and health hazards. (TSA 9)

10.1.4.10 Define workplace safety and health risk. (TSA 10)

10.1.4.11 Give examples of trade-specific workplace safety and health risks. (TSA 11)

10.1.4.12 Explain the principles of hazard recognition and control as they apply to the specific trade. (TSA 12)

10.1.4.13 Match the WHMIS hazardous materials symbols and their meanings. (TSA 14)

10.1.4.14 Describe the importance of the Material Safety Data Sheets (MSDS). (TSA 15)

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Exploration of Esthetics (9)
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9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.4: Demonstrate an awareness of safety as it pertains to the *Trade Safety Awareness Manual.* (continued)

10.1.4.15 Demonstrate proper selection and use of a variety of personal protective equipment and fall protection systems. (TSA 17)

10.1.4.16 Outline the safety principles for working on and around electrical equipment. (TSA 18)

10.1.4.17 Outline workplace fire safety principles. (TSA 19)

Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.**

GLO 2.1: Describe and demonstrate the process of **preparing the workstation.**

9.2.1.1 Describe and demonstrate the process of preparing the workstation.

10.2.1.1 List and describe equipment, tools, and materials needed to perform manicure, pedicure, and artificial nail services. (B2.1)

10.2.1.2 Identify and describe the purpose of supplies required to perform manicures, pedicures, and treatments for artificial nails. (B2.2)

GLO 2.2: Describe and demonstrate the process of **preparing the client.**

9.2.2.1 Describe and demonstrate the process of preparing the client for service.

10.2.2.1 Describe the process of preparing the client for service.

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Exploration of Esthetics (9)
15S / 15E / 15M
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Introduction to Esthetics (10)
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Goal 3: Describe and demonstrate knowledge and skills related to **service**.

GLO 3.1: Describe and demonstrate **esthetics services**.

9.3.1.1 Describe and demonstrate nail technology and/or skin care technology services.

10.3.1.1 Describe the basic skills and requirements performed by a nail technician. (B1.2)

10.3.1.2 Discuss the services performed by a nail technician. (B1.4)

10.3.1.3 Describe the correct use of the emery board.

10.3.1.4 List and describe the various nail shapes.

Goal 4: Describe and demonstrate knowledge and skills related to **post-service**.

GLO 4.1: Describe and demonstrate the post-service steps that the technician performs **while the client is in the salon**.

9.4.1.1 Describe and demonstrate the post-service steps that the technician performs while the client is in the salon.

10.4.1.1 Discuss client post-service procedures.

GLO 4.2: Describe and demonstrate the post-service steps that the technician performs **after the client leaves the salon**.

9.4.2.1 Describe and demonstrate the post-service steps that the technician performs after the client leaves the salon.

10.4.2.1 Describe the steps that the technician performs after the client leaves the salon.

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Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.**

GLO 5.1: Demonstrate the **operation** of **equipment, tools, and implements.**

9.5.1.1 Demonstrate the use of equipment, tools, and implements.

10.5.1.1 Describe the basic care and maintenance requirements for implements and equipment. (B2.3)

10.5.1.2 Discuss the purpose of sharp-edged objects and the use of containers for disposal of sharp-edged objects. (B2.4)

Goal 6: Demonstrate an understanding of the **evolution** of the esthetics industry, including its **technological progression and emerging trends.**

GLO 6.1: Describe the **evolution** of the esthetics industry, including its **technological progression and emerging trends.**

9.6.1.1 Describe the evolution of esthetics, including its technological progression and emerging trends.

10.6.1.1 Discuss the evolution of esthetics, including its technological progression and emerging trends.

10.6.1.2 Discuss the history of nail care. (B1.1)

Goal 7: Demonstrate an understanding of **career opportunities** in esthetics.

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry.

9.7.1.1 Discuss career opportunities in esthetics.

10.7.1.1 Describe the structure and scope of the trade. (A1.1)

10.7.1.2 Describe nail technician career opportunities. (B1.3)

10.7.1.3 Discuss the information required for a resumé and gather information and pictures for a portfolio.

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Exploration of Esthetics (9)
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Introduction to Esthetics (10)
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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.

GLO 8.1: Read, interpret, and communicate information related to esthetics.

9.8.1.1 Read, interpret, and communicate information related to esthetics. 10.8.1.1 →

GLO 8.2: Apply knowledge and skills related to esthetics from **the arts**.

9.8.2.1 Apply knowledge and skills related to esthetics from the arts. 10.8.2.1 Define *contour* and *highlighting* and explain their benefits in relation to esthetics.

10.8.2.2 Describe the law of colour.

10.8.2.3 Define complementary colours in relation to nail enamel applications.

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences**.

9.8.3.1 Apply knowledge and skills related to esthetics from the sciences. 10.8.3.1 Define *anatomy* and *physiology*. (A4.1)

10.8.3.2. List and describe the various systems of the body. (A4.2)

10.8.3.3. Describe the skeletal system. (A4.3)

10.8.3.4. Describe the muscular system. (A4.4)

10.8.3.5. Describe the divisions of the nervous system and how they function. (A4.5)

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Exploration of Esthetics (9)
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Introduction to Esthetics (10)
20S / 20E / 20M

Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.
(*continued*)

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences**. (*continued*)

10.8.3.6. Describe the digestive system. (A4.6)

10.8.3.7. Describe the respiratory system. (A4.7)

10.8.3.8. Describe the circulatory system. (A4.8)

10.8.3.9. Describe the excretory system, its functions, and the main diseases of the system. (A4.9)

10.8.3.10. Describe the integumentary system system. (A4.10)

10.8.3.11. Describe the glandular system system. (A4.11)

10.8.3.12 Discuss chemical reactions. (B2.8)

10.8.3.13 Explain the basics of chemistry. (B2.10)

10.8.3.14 Describe healthy nails. (B3.1)

10.8.3.15 Explain the composition of nails. (B3.2)

10.8.3.16 Describe the function and growth of nails. (B3.3)

10.8.3.17 List the parts of the nail. (B3.4)

10.8.3.18 Explain the structures beneath the nail. (B3.5)

9063
Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics. *(continued)*

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences.** *(continued)*

10.8.3.19 Describe the skin surrounding the nail. (B3.6)

10.8.3.20 Describe and identify the muscles of the arm, wrist, hand, fingers, foot, and leg. (C1.2)

10.8.3.21 Describe and identify blood supply to the arm, hand, foot, and leg. (C1.5)

10.8.3.22 Explain the function of the skin. (C3.2)

10.8.3.23 Explain and define the difference between disorders and diseases of the skin and nails. (C3.3)

10.8.3.24 Discuss the purpose of studying diseases and disorders of skin and nails. (C3.4)

10.8.3.25 Describe and identify skin and nail diseases and disorders that *can* be treated by a nail technician. (C3.5)

10.8.3.26 Describe and identify skin and nail diseases and disorders that *cannot* be treated by a nail technician. (C3.6)

10.8.3.27 Discuss and identify corns, calluses, warts, and fungi. (C3.7)

10.8.3.28 Describe treatments to corns, calluses, warts, and fungi. (C3.8)

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Exploration of Esthetics (9)
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Introduction to Esthetics (10)
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GLO 8.4: Apply knowledge and skills related to esthetics from **mathematics**.

9.8.4.1 Apply knowledge and skills related to esthetics from mathematics.

10.8.4.1 Demonstrate fundamental mathematical skills related to fractions (e.g., $\frac{1}{3}$ of the nail plate) and ratio (e.g., mix a ratio of 2:1).

10.8.4.2 Demonstrate calculations required to schedule times for multiple services and clients. (B1.5)

Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry.

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients.

9.9.1.1 Describe physical, mental, and emotional health benefits of receiving esthetics services.

10.9.1.1 ———>

9.9.1.2 Demonstrate respect to all.

10.9.1.2 Describe the characteristics of a healthy mind and body, and discuss the physical and psychological effects of regular esthetics services.

10.9.1.3 Identify ergonomics. (A5.6)

10.9.1.4 Discuss occupational health hazards for estheticians and their clients and methods of prevention. (A6.2)

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Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry.

GLO 9.2: Describe the esthetics industry's **sustainability practices** and their impact on the **environment**.

9.9.2.1 Discuss sustainability in relation to the esthetics industry. 10.9.2.1 —→

9.9.2.2 Demonstrate the appropriate disposal of materials, products, and consumable items. 10.9.2.2 —→

10.9.2.3 Demonstrate the appropriate disposal of cleansing pads saturated with acetone and other wastes.

10.9.2.4 Demonstrate recycling and the safe disposal of wastes.

10.9.2.5 Discuss the importance of informed decision-making skills in the selection and use of esthetics products.

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Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry. *(continued)*

GLO 9.3: Describe **sustainable business practices** within the esthetics industry.

10.9.3.1 Describe to clients the time, maintenance, and financial costs required for upkeep of esthetics services.

10.9.3.2 Research the relationship between the economy and the esthetics industry.

Goal 10: Demonstrate **ethical and legal standards** as they pertain to the esthetics industry.

GLO 10.1: Practise **ethical and legal standards** as they pertain to esthetics.

9.10.1.1 Describe and demonstrate ethical behaviour.

10.10.1.1 —→

9.10.1.2 Practise confidentiality and discuss the implications of sharing confidential information.

10.10.1.2 —→

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Exploration of Esthetics (9)
15S / 15E / 15M
10S / 10E / 10M

9064
Introduction to Esthetics (10)
20S / 20E / 20M

Goal 11: Demonstrate **employability skills** related to the esthetics industry.

GLO 11.1: Demonstrate **fundamental employability skills**.

9.11.1.1 Demonstrate punctuality, reliability, and consistency.

10.11.1.1 —>

9.11.1.2 Demonstrate organizational skills and the ability to accept feedback and follow instructions.

10.11.1.2 —>

9.11.1.3 Demonstrate teamwork skills, and explain how these skills can enhance or detract from an esthetician's personal and professional image.

10.11.1.3 —>

10.11.1.4 Describe and demonstrate a professional image.

10.11.1.5 Discuss how the lifestyles of estheticians affect their professional lives.

10.11.1.6 Demonstrate the ability to multi-task in relation to salon services and duties.

GLO 11.2: Demonstrate an understanding of the **business operation** of a salon.

10.11.2.1 Demonstrate an understanding of the business operation of a salon.



GRADES 11 AND 12
ESTHETICS—NAIL TECHNOLOGY

General and Specific Learning
Outcomes by Goal

GRADES 11 AND 12 ESTHETICS—NAIL TECHNOLOGY: GENERAL AND SPECIFIC LEARNING OUTCOMES BY GOAL

9065 Manicure and Pedicure Treatments (11) 30S / 30E / 30M	9066 Artificial Nails (12A) 40S / 40E / 40M	9067 Applied Nail Technology (12B) 40S / 40E / 40M
Goal 1: Describe and demonstrate appropriate personal and public sanitation and health and safety practices .		
GLO 1.1: Describe and demonstrate personal and public sanitation .		
11.1.1.1 Describe and demonstrate personal and public sanitation.	12A.1.1.1 Describe and practise how to sanitize hands. (A2.4) 12A.1.1.2 Demonstrate safe hygiene procedures for artificial nail services.	12B.1.1.1 Describe and demonstrate personal and public sanitation.
GLO 1.2: Describe and demonstrate health and safety practices .		
11.1.2.1 Explain the procedure and precautions before performing a pedicure. (C7.2)	12A.1.2.1 Demonstrate trade safety awareness, health standards, and safety procedures and precautions during the application, maintenance, and removal of artificial nails/products. (TSA 8)	12B.1.2.1 Initiate safety procedures and precautions for all services provided by a nail technician.
11.1.2.2 Identify precautions used when performing massages.	12A.1.2.2 Describe safety precautions related to using artificial nail products.	12B.1.2.2 Decontaminate the workstation, equipment, and tools, and sanitize skin prior to nail services.
11.1.2.3 Recognize the need for and apply personal protective equipment (PPE) for manicure and pedicure services/treatments.	12A.1.2.3 Recognize the need for and apply PPE for artificial nail services.	12B.1.2.3 Initiate the use of PPE as needed for all nail services.

9065 Manicure and Pedicure Treatments (11) 30S / 30E / 30M	9066 Artificial Nails (12A) 40S / 40E / 40M	9067 Applied Nail Technology (12B) 40S / 40E / 40M
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Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.2: Describe and demonstrate **health and safety practices.** (continued)

11.1.2.4 Identify manicure and pedicure products that may be classified as prohibited, restricted, or controlled.

12B.1.2.4 Identify aromatherapy precautions/contraindications.

11.1.2.5 Demonstrate the safe use of a Credo knife.

GLO 1.3: Maintain a **safe and organized workstation.**

11.1.3.1 Demonstrate the application of guidelines to maintain a clean and orderly manicure and pedicure workstation.

12A.1.3.1 Demonstrate the application of guidelines to maintain a clean and orderly artificial nail workstation.

12B.1.3.1 Maintain a clean and orderly workstation.

11.1.3.2 Complete regular safety checks at the manicure and pedicure workstation.

12A.1.3.2 Practise sterilizing and sanitizing artificial nail equipment and tools.

12B.1.3.2 Identify regulations pertinent to care and cleanliness in the work area. (A5.3)

9065
**Manicure and Pedicure
Treatments (11)**
30S / 30E / 30M

9066
Artificial Nails (12A)
40S / 40E / 40M

9067
Applied Nail Technology (12B)
40S / 40E / 40M

Goal 2: Describe and demonstrate knowledge and skills related to **pre-service**.

GLO 2.1: Describe and demonstrate the process of **preparing the workstation**.

11.2.1.1 Describe, discuss, and list supplies needed to perform a basic pedicure. (C7.1)

11.2.1.2 Identify, prepare, and assemble the products needed to perform gel nail polish services.

11.2.1.3 Demonstrate and complete a minimum of two of each of the following manicure treatments: spa treatment, hot oil treatment, paraffin treatment, and treatment trends. (C5.5)

12A.2.1.1 Discuss nail tip application pre-service. (D1.3)

12A.2.1.2 Sanitize the technician's skin prior to artificial nail services.

12B.2.1.1 Discuss the preparation of the client for services. (A2.1)

12B.2.1.2 Examine products used for services. (A2.3)

12B.2.1.3 Demonstrate the process of assembling implements, materials, equipment, and products. (A2.5)

12B.2.1.4 Identify, prepare, and assemble tools required for manicure and pedicure treatments.

12B.2.1.5 Identify, prepare, and assemble tools and products required for all nail services, including the following three customized services: aromatherapy, reflexology, and advanced airbrushing.

12B.2.1.6 Practise pre-service with the client. (A2.6)

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**Manicure and Pedicure
Treatments (11)**
30S / 30E / 30M

9066
Artificial Nails (12A)
40S / 40E / 40M

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Applied Nail Technology (12B)
40S / 40E / 40M

Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.** *(continued)*

GLO 2.2: Describe and demonstrate the process of **preparing the client.**

11.2.2.1 Discuss the types of manicure treatments. (C5.2)	12A.2.2.1 Describe and demonstrate a client consultation and analysis, and record findings prior to artificial nail services.	12B.2.2.1 Initiate preparing the client for all nail services, including the three customized services: aromatherapy, reflexology, and advanced airbrushing.
11.2.2.2 Discuss the procedure for a man's manicure. (C5.3)	12A.2.2.2 Describe and demonstrate how to prepare the client's nails for a basic tip application.	12B.2.2.2 Discuss and practise procedures for performing an allergy test. (A2.2)
11.2.2.3 Analyze the shape of hands and describe the support that various nail shapes will offer the client's hand.	12A.2.2.3 Discuss and demonstrate how to prepare natural toenails prior to artificial toenail application.	12B.2.2.3 Customize services to meet individual needs, based on the client consultation and analysis.
11.2.2.4 Discuss the manicure/pedicure procedure with the client.	12A.2.2.4 Describe gel nails. (D2.1)	12B.2.2.4 Discuss fabric wrap pre-service and post-service. (D4.2)
11.2.2.5 Describe and demonstrate client preparation for manicure and pedicure treatments.	12A.2.2.5 Describe acrylic nails. (D2.3)	
11.2.2.6 Describe and demonstrate client preparation for gel nail polish services.	12A.2.2.6 Describe fibreglass nails. (D2.5)	
	12A.2.2.7 Discuss pre-service, service, and post-service for nail overlays. (D2.7)	
	12A.2.2.8 Describe sculpted nails. (D3.1)	
	12A.2.2.9 Describe sculptured nail application. (D3.3)	

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**Manicure and Pedicure
Treatments (11)**
30S / 30E / 30M

9066
Artificial Nails (12A)
40S / 40E / 40M

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Applied Nail Technology (12B)
40S / 40E / 40M

Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.** *(continued)*

GLO 2.2: Describe and demonstrate the process of **preparing the client.** *(continued)*

12A.2.2.10 Describe and demonstrate sculptured nail pre-service and post-service. (D3.2)

12A.2.2.11 Describe a fabric wrap. (D4.1)

12A.2.2.12 Demonstrate and complete an artificial nail repair. (D5.6)

Goal 3: Describe and demonstrate knowledge and skills related to **service.**

GLO 3.1: Describe and demonstrate **esthetics services.**

11.3.1.1 Describe massage techniques. (C2.2)

12A.3.1.1 Describe nail tips. (D1.1)

12B.3.1.1 Demonstrate and complete a minimum of two sets of each of the following nail overlays: gel, acrylic, and fibreglass. (D2.8)

11.3.1.2 Demonstrate and complete a minimum of 10 hand and arm massages using various techniques. (C2.4)

12A.3.1.2 Discuss the nail tip application procedure. (D1.4)

11.3.1.3 List and describe supplies needed to perform a manicure. (C4.1)

12A.3.1.3 Demonstrate and complete a minimum of four sets of basic nail tip applications. (D1.6)

11.3.1.4 Explain the steps and procedures for performing a basic manicure. (C4.2)

12A.3.1.4 Demonstrate and complete a minimum of one set of French tip acrylic sculptured nails. (D3.4)

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40S / 40E / 40M

Goal 3: Describe and demonstrate knowledge and skills related to **service.** *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services.** *(continued)*

11.3.1.5 Demonstrate and complete a minimum of 15 basic manicures. (C4.3)	12A.3.1.5 Demonstrate and complete a minimum of two sets of gel sculptured nails. (D3.5)
11.3.1.6 Describe and identify various foot massage techniques. (C6.2)	12A.3.1.6 Demonstrate and complete a minimum of one set of French gel sculptured nails. (D3.6)
11.3.1.7 Demonstrate and complete a minimum of 10 foot massages using various techniques. (C6.4)	12A.3.1.7 Demonstrate a fabric wrap application. (D4.5)
11.3.1.8 Explain the steps and procedures for performing a basic pedicure. (C7.3)	12A.3.1.8 Demonstrate the technique of applying artificial toenails. (D4.7)
11.3.1.9 Demonstrate and complete a minimum of 15 basic pedicures. (C7.4)	12A.3.1.9 Describe artificial nail repair techniques. (D5.3)
11.3.1.10 Identify and treat corns and calluses.	12A.3.1.10 Describe artificial nail removal. (D5.4)
11.3.1.11 Discuss and perform various nail enamel applications.	12A.3.1.11 Demonstrate and complete the application of fills and back-fills. (D5.5)
11.3.1.12 Discuss various gel nail polishes and demonstrate the application techniques.	12A.3.1.12 Demonstrate and complete an artificial nail removal. (D5.7)
11.3.1.13 Demonstrate the maintenance and removal of gel nail polish.	12A.3.1.13 Build and shape artificial nails according to the client's needs.

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40S / 40E / 40M

Goal 3: Describe and demonstrate knowledge and skills related to **service**. *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services**. *(continued)*

11.3.1.14 Shape toenails square to prevent ingrown nails.

12A.3.1.14 Describe and compare gel, acrylic, and fibreglass nail overlay techniques.

12A.3.1.15 Describe and demonstrate artificial nail balancing and artificial nail finishing.

12A.3.1.16 Discuss common problems with and cautions related to sculptured nails.

Goal 4: Describe and demonstrate knowledge and skills related to **post-service**.

GLO 4.1: Describe and demonstrate the post-service steps that the technician performs **while the client is in the salon**.

11.4.1.1 Advise the client on home maintenance of manicures and pedicures.

12A.4.1.1 Advise the client on home maintenance of artificial nails.

12B.4.1.1 Discuss the completion of service with the client. (A2.7)

12A.4.1.2 Discuss nail tip post-service. (D1.5)

12A.4.1.3 Practise post-service with the client. (A2.9)

GLO 4.2: Describe and demonstrate the post-service steps that the technician performs **after the client leaves the salon**.

11.4.2.1 Discuss and demonstrate post-service sanitation procedures.

12A.4.2.1 Discuss sanitary measures after releasing the client. (A2.8)

12B.4.2.1 Discuss and demonstrate sanitation procedures following all nail services, including the three customized services: aromatherapy, reflexology, and advanced airbrushing.

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.**

GLO 5.1: Demonstrate the **operation** of **equipment, tools, and implements.**

11.5.1.1 List, describe the purpose of, and demonstrate the use of equipment, tools, and implements (e.g., Credo knife) needed to perform a variety of manicure and pedicure treatments.

11.5.1.2 Demonstrate the operation of implements and equipment. (B2.11)

11.5.1.3 Demonstrate the appropriate operation of tools and equipment required to perform advanced manicure and pedicure services/treatments.

11.5.1.4 Describe grit and demonstrate the correct use of buffers in the appropriate order, including the block buffer and two-, three-, and four-way buffers.

11.5.1.5 Describe and demonstrate the use of an electric file to perform a pedicure.

11.5.1.6 Describe the types and correct use of electric file bits, including carbide, diamond, sanding, mandrel, and buffing bits.

11.5.1.7 Discuss the purpose and disposal of sharp-edged objects.

12A.5.1.1 List supplies needed for the application of light-gel nails. (D2.2)

12A.5.1.2 List supplies needed for the application of acrylic nails. (D2.4)

12A.5.1.3 List supplies needed for the application of fibreglass nails. (D2.6)

12A.5.1.4 List and describe the various grits and demonstrate the appropriate order of their use to buff artificial nails.

12A.5.1.5 Describe and demonstrate the appropriate use of an electric file for artificial nail services.

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.** *(continued)*

GLO 5.2: Demonstrate the **use** of **materials, products, and consumable items.**

11.5.2.1 Discuss massage products. (C2.3)	12A.5.2.1 Discuss supplies used for nail tip applications. (D1.2)	12B.5.2.1 Initiate the selection and use of materials, products, and consumable items for all nail services, including the three customized services: aromatherapy, reflexology, and advanced airbrushing.
11.5.2.2 Describe products used for various manicure treatments. (C5.4)	12A.5.2.2 List the various types of nail tips, including the well sizes and variations.	12B.5.2.2 Identify nail salon products that may be classified as prohibited, restricted, or controlled.
11.5.2.3 Describe massage products. (C6.3)		

GLO 5.3: Demonstrate the **maintenance and storage** of **equipment, tools, implements, materials, products, and consumable items.**

11.5.3.1 Describe and demonstrate the basic care, maintenance, and storage requirements for equipment, tools, and implements used to perform manicure and pedicure services/treatments.	12A.5.3.1 Describe and demonstrate the basic care and maintenance requirements for equipment, tools, and implements used to perform artificial nail services.	12B.5.3.1 Initiate the basic care, maintenance, and storage of equipment and tools used in all nail services, including the three customized services: aromatherapy, reflexology, and advanced airbrushing.
11.5.3.2 Practise sanitizing and sterilizing implements, equipment, and other supplies. (A7.7)	12A.5.3.2 Sanitize equipment, tools, and implements and sterilize metal implements prior to storing artificial nail supplies.	

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Goal 6: Demonstrate an understanding of the **evolution** of the esthetics industry, including its **technological progression and emerging trends**.

GLO 6.1: Describe the **evolution** of the esthetics industry, including its **technological progression and emerging trends**.

11.6.1.1 Discuss the history of nail care. (B1.1)	12A.6.1.1 Discuss the history of artificial nails.	12B.6.1.1 Discuss the history and evolution of nail salons or spas.
11.6.1.2 Discuss manicure and pedicure trends.		

Goal 7: Demonstrate an understanding of **career opportunities** in esthetics.

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry.

11.7.1.1 Identify and research local professional nail technology/esthetics/hairstyling organizations.	12A.7.1.1 Identify and research local and global professional nail technology/esthetics/spa organizations.	12B.7.1.1 Research current apprenticeship regulations, career opportunities, advanced education opportunities, and professional organizations related to nail technology.
11.7.1.2 Discuss and create career goals.	12A.7.1.2 Discuss and create career goals within the artificial nail industry.	12B.7.1.2 Research nail salon or spa facilities and services to create a career plan.
11.7.1.3 Compile the information required for a resumé and gather information and pictures for a portfolio.	12A.7.1.3 Complete a resumé and a portfolio.	12B.7.1.3 Research job application processes for nail salons and spas.
11.7.1.4 Describe the Manitoba Esthetician Apprenticeship Program. (A1.2)		12B.7.1.4 Attend a nail technology industry/manufacturers' trade show or an industry-related educational class, and discuss new trends in manicures, pedicures, and artificial nails. (B1.6)

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Goal 7: Demonstrate an understanding of **career opportunities** in esthetics. (*continued*)

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry.
(*continued*)

12B.7.1.5 Describe special opportunities and challenges related to skilled labourer training. (A1.3)

12B.7.1.6 Describe the scope, substance, and significance of journey-level status. (A8.1)

12B.7.1.7 Compare/contrast role options and responsibilities of the supervising journeyperson. (A8.2)

12B.7.1.8 Describe and demonstrate common requirements related to providing journey-level supervision. (A8.3)

12B.7.1.9 Complete Modules 1 to 3 of *Workplace Coaching Skills* (or equivalent). (A8.4)

12B.7.1.10 Complete Modules 4 to 6 of *Workplace Coaching Skills* (or equivalent). (A8.5)

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Goal 7: Demonstrate an understanding of **career opportunities** in esthetics. (*continued*)

GLO 7.2: Review and demonstrate the knowledge and skills required to pass the **Provincial Nail Technician Examinations.**

12B.7.2.1 Discuss the format and general content of the Nail Technician Examinations. (E1.1)

12B.7.2.2 Identify resources, strategies, and other considerations for maximizing successful completion of written examinations. (E1.2)

12B.7.2.3 Discuss and review program content regarding Esthetician. (E1.3)

12B.7.2.4 Discuss and review program content regarding Basic Nail Technician Skills. (E1.4)

12B.7.2.5 Discuss and review program content regarding manicures and pedicures. (E1.5)

12B.7.2.6 Discuss and review program content regarding artificial nails. (E1.6)

12B.7.2.7 Develop a review plan. (E1.7)

12B.7.2.8 Discuss and review the practical examination format and content as described in the Manitoba "Nail Technician Practical Examination Information." (E2.1)

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.

GLO 8.1: Read, interpret, and communicate information related to esthetics.

11.8.1.1 Define and compare <i>non-verbal communication</i> and <i>verbal communication</i> .	12A.8.1.1 Demonstrate qualities of effective communication with clients.	12B.8.1.1 Read, interpret, and communicate instructions and information found in manuals.
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GLO 8.2: Apply knowledge and skills related to esthetics from **the arts**.

11.8.2.1 Demonstrate creating fine lines (vertical, horizontal, diagonal, and curved) using a striper brush.	12A.8.2.1 Demonstrate an understanding of artistic balance and proportion.	12B.8.2.1 Duplicate airbrushed nail art designs.
11.8.2.2 Demonstrate creating dots, ranging from small to large, using a dotter.	12A.8.2.2 Demonstrate an understanding of the use of lines and shapes in relation to artificial nails.	12B.8.2.2 Demonstrate original freehand nail art designs.
11.8.2.3 Demonstrate nail art designs by recreating designs from photographs and/or step-by-step designs.	12A.8.2.3 Airbrush a two-tone design.	12B.8.2.3 Create a palette of nail art work (airbrushed and freehand) to display for clients.
11.8.2.4 Create basic nail art designs using two- and three-tone application techniques.	12A.8.2.4 Discuss creative nail design. (D4.3)	12B.8.2.4 Demonstrate the use of complementary colours in nail art designs.
11.8.2.5 Create original nail art designs using a minimum of three colours, a striper brush, and a dotter.	12A.8.2.5 Demonstrate creative nail designs. (D4.6)	

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.
(continued)

GLO 8.2: Apply knowledge and skills related to esthetics from **the arts.** (continued)

11.8.2.6 Enhance nail art designs with balanced placement of gems, rhinestones, or other nail art accessories.

12A.8.2.6 Describe and demonstrate nail art techniques on artificial nails, including the use of striping tape, gems, feathers, gold leafing, and other creative combinations.

11.8.2.7 Demonstrate balance in nail art designs.

11.8.2.8 Describe and demonstrate airbrush designs.

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences.**

11.8.3.1 Describe and identify the bone structure of the arm, wrist, hand, ankle, foot, and leg. (C1.1)

12A.8.3.1 Discuss chemical reactions related to artificial nail products.

12B.8.3.1 Discuss the manipulation of air pressure in airbrushing.

11.8.3.2 Describe and identify the parts of the muscle. (C1.3)

12A.8.3.2 Examine adhesion by explaining the characteristics of adhesives and priming agents.

12B.8.3.2 Review the structure of healthy skin and nails. (C3.1)

11.8.3.3 Describe and identify the nerves (sensory and motor) of the arm, hand, foot, and leg. (C1.4)

12A.8.3.3 Describe monomers and polymers.

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.
(*continued*)

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences.** (*continued*)

11.8.3.4 Describe the function and growth of nails. (B3.3)

12A.8.3.4 Describe bacterial infections and fungi that may occur in artificial nail services.

11.8.3.5 Explain the structures beneath the nail. (B3.5)

12A.8.3.5 Identify the toenail disorders that would benefit from an artificial toenail application.

11.8.3.6 Describe the skin surrounding the nail. (B3.6)

12A.8.3.6 Describe and identify skin and nail diseases and disorders that *can* be treated by a nail technician. (C3.5)

12A.8.3.7 Describe and identify skin and nail diseases and disorders that *cannot* be treated by a nail technician. (C3.6)

12A.8.3.8 Describe the use of electricity as it relates to nail technology equipment and tools required for artificial nail services.

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.
(continued)

GLO 8.4: Apply knowledge and skills related to esthetics from **mathematics**.

11.8.4.1 Demonstrate the correct brush angle for nail polish application.

12A.8.4.1 Describe the angle at which a nail tip is positioned during application.

12B.8.4.1 Demonstrate mathematical problem-solving skills.

11.8.4.2 Describe and demonstrate the angle of the electric file.

12A.8.4.2 Describe the angle the brush is held during the application of gel and acrylic nail products.

12B.8.4.2 Explain and compare gross and net income.

11.8.4.3 Demonstrate accurate client-scheduling skills, allowing sufficient time for all treatments and services.

12B.8.4.3 Explain operating expenses and income.

12B.8.4.4 Explain remuneration of nail technicians, including salary, commissions, tips, and deductions.

Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry.

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients.

11.9.1.1 Identify occupational health hazards for nail technicians and their clients, and demonstrate methods of prevention during manicure and pedicure services/treatments.

12A.9.1.1 Identify occupational health hazards for nail technicians and their clients, and demonstrate methods of prevention during artificial nail services.

12B.9.1.1 Follow salon safety policies when assisting clients.

11.9.1.2 Discuss the benefits of hand and arm massage. (C2.1)

12A.9.1.2 Respect the client's modesty during artificial nail services.

12B.9.1.2 Respect the client's modesty during all nail services.

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Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry. *(continued)*

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients. *(continued)*

11.9.1.3 Discuss the purpose of manicure treatments. (C5.1)	12A.9.1.3 Discuss the purpose of artificial toenails and products. (D4.4)	12B.9.1.3 Describe good human relations and a professional attitude. (A3.3)
11.9.1.4 Discuss the benefits of foot and leg massage. (C6.1)	12A.9.1.4 Discuss artificial nail maintenance. (D5.1)	
11.9.1.5 Identify the effects of wellness components, such as posture, exercise, rest, relaxation, stress management, hygiene, and nutrition, on the success of a nail technician.	12A.9.1.5 Describe nail fills and back-fills. (D5.2)	
	12A.9.1.6 Discuss the nature of professional relationships between technicians and their clients.	
	12A.9.1.7 Set up the workstation ergonomically to prevent strain or injury.	

GLO 9.2: Describe the esthetics industry’s **sustainability practices** and their impact on the **environment**.

11.9.2.1 Discuss the use of a sharps-disposal container.	12A.9.2.1 Demonstrate the safe use and disposal of materials, products (including chemicals), and consumable items used to perform artificial nail services.	12B.9.2.1 Initiate the safe disposal of materials and consumable items.
11.9.2.2 Demonstrate the safe disposal of electric file bits after each use with clients.		

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Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry. *(continued)*

GLO 9.3: Describe **sustainable business practices** within the esthetics industry.

11.9.3.1 Identify techniques used to promote economically sustainable manicure and pedicure services/ treatments during financially difficult times.	12A.9.3.1 Identify techniques used to promote economically sustainable artificial nail services during financially difficult times.	12B.9.3.1 Demonstrate professional product control and application to provide nail services in a healthy and economic manner.
11.9.3.2 Describe to clients the time and financial costs required to maintain manicure and pedicure services.	12A.9.3.2 Describe to clients the time and financial costs required to maintain artificial nail services.	

Goal 10: Demonstrate **ethical and legal standards** as they pertain to the esthetics industry.

GLO 10.1: Practise **ethical and legal standards** as they pertain to esthetics.

11.10.1.1 Practise discretion and confidentiality in acquiring and managing client information.	12A.10.1.1 Identify the process of acquiring client information following freedom of information legislation.	12B.10.1.1 Recommend nail services based on the client's needs, as determined by the client consultation and needs analysis findings.
	12A.10.1.2 Discuss the ethical and legal implications of using products that are not certified by CSA and/or the US Food and Drug Administration (FDA), and/or are not certified for use in Canada.	12B.10.1.2 Discuss the right to refuse to use any equipment, products, and techniques in which the nail technician is not trained.

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Goal 11: Demonstrate **employability skills** related to the esthetics industry.

GLO 11.1: Demonstrate **fundamental employability skills**.

11.11.1.1 Discuss qualities of effective communication. (A3.4)

12A.11.1.1 Demonstrate artificial nail services at a level consistent with that of an apprentice.

12B.11.1.1 Demonstrate a positive attitude, responsibility, adaptability, and teamwork in the nail salon.

11.11.1.2 Demonstrate the ability to solve problems, to adapt to difficult situations, and to work as part of a team.

12A.11.1.2 Participate in workplace tasks and projects by working with others to benefit the workplace and industry.

12B.11.1.2 Demonstrate initiative in performing all salon duties.

11.11.1.3 Demonstrate preparedness for work.

12A.11.1.3 Discuss how to interact with various types of clients in sensitive situations.

12B.11.1.3 Demonstrate critical thinking skills in the selection of nail products for the salon.

11.11.1.4 Demonstrate acceptance of diversity among colleagues and clients.

12B.11.1.4 Demonstrate competence in dealing with clients of different cultures.

11.11.1.5 Establish and maintain professional relationships with supervisors/teachers, co-workers, and clients.

11.11.1.6 Demonstrate an understanding of cultural proficiency within the esthetics industry.

11.11.1.7 Demonstrate critical thinking skills in the selection and use of manicure and pedicure tools and implements.

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Goal 11: Demonstrate **employability skills** related to the esthetics industry. *(continued)*

GLO 11.2: Demonstrate an understanding of the **business operation** of a salon.

11.11.2.1 Record information during a client consultation and analysis.

11.11.2.2 Establish, maintain, and store records of services/treatments performed.

11.11.2.3 Explain the importance of the philosophy, policies, and procedures of the salon.

11.11.2.4 Describe and demonstrate skills required to recommend and sell products and services.

12B.11.2.1 Demonstrate the ability to record, file, and manage client information.

12B.11.2.2 Explain licensing requirements for a nail salon.

12B.11.2.3 Describe retail marketing techniques. (A3.1)

12B.11.2.4 Discuss the process of booking for a salon and record keeping. (A3.2)

12B.11.2.5 Discuss the recording of daily intake. (A3.5)

12B.11.2.6 Describe inventory control. (A3.6)

12B.11.2.7 Demonstrates retail and salon management skills. (A3.7)



GRADE 11 ESTHETICS— SKIN CARE TECHNOLOGY

General and Specific Learning
Outcomes by Goal

GRADE 11 ESTHETICS—SKIN CARE TECHNOLOGY: GENERAL AND SPECIFIC LEARNING OUTCOMES BY GOAL

9068 Basic Skin Care (11A) 30S / 30E / 30M	9069 Intermediate Skin Care (11B) 30S / 30E / 30M	9074 Advanced Skin Care (11C) 30S / 30E / 30M
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Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices**.

GLO 1.1: Describe and demonstrate **personal and public sanitation**.

11A.1.1.1 Discuss personal and professional health practices.	11B.1.1.1 Discuss and demonstrate personal and professional health practices.	11C.1.1.1 Demonstrate personal and professional health practices.
11A.1.1.2 Demonstrate handwashing techniques before, during, and after each service, as needed.	11B.1.1.2 Describe and demonstrate personal and public hygiene practices.	11C.1.1.2 Demonstrate personal and public hygiene practices.
11A.1.1.3 Discuss why a skin care technician should be able to recognize common skin diseases and disorders. (G2.2)	11B.1.1.3 Describe and practise how to sanitize hands. (A2.4)	
11A.1.1.4 Discuss the purpose of studying infectious diseases of the skin. (G2.3)		
11A.1.1.5 Discuss why a skin care technician must refuse treatment of a client with an infectious or contagious disease. (G2.4)		

9068
Basic Skin Care (11A)
 30S / 30E / 30M

9069
Intermediate Skin Care (11B)
 30S / 30E / 30M

9074
Advanced Skin Care (11C)
 30S / 30E / 30M

Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.2: Describe and demonstrate **health and safety practices.**

11A.1.2.1 Identify and apply personal protective equipment (PPE) requirements (finger cots, gloves, and mask) for skin care services.

11B.1.2.1 Identify and apply PPE requirements for each skin care service.

11C.1.2.1 Apply PPE requirements for advanced skin care services.

11A.1.2.2 Discuss general and specific safety practices and regulations for equipment. (F2.4)

11B.1.2.2 Demonstrate safety measures during the use of electrical equipment.

11C.1.2.2 Discuss general and specific safety practices and regulations for common hand/electrical implements. (F2.2)

11A.1.2.3 Identify high blood pressure. (G2.7)

11B.1.2.3 Identify contraindications, including skin conditions, health conditions, and oral and topical medications, related to skin care services.

11A.1.2.4 Identify allergic skin reactions. (G2.8)

11A.1.2.5 Describe the safety measures to follow if an infection or acne is present. (G2.9)

GLO 1.3: Maintain a **safe and organized workstation.**

11A.1.3.1 Create and maintain a safe working environment.

11B.1.3.1 ———>

11C.1.3.1 ———>

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Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.**

GLO 2.1: Describe and demonstrate the process of **preparing the workstation.**

11A.2.1.1 Describe and prepare the treatment room. (F2.1)

11B.2.1.1 Discuss the preparation of clients for services. (A2.1)

11C.2.1.1 Describe and demonstrate the process of preparing the workstation.

11B.2.1.2 Examine products used for services. (A2.3)

11B.2.1.3 Demonstrate assembling implements, materials, equipment, and products. (A2.5)

11B.2.1.4 Practise pre-service with clients. (A2.6)

GLO 2.2: Describe and demonstrate the process of **preparing the client.**

11A.2.2.1 Perform a client consultation according to the requested service.

11B.2.2.1 →

11C.2.2.1 →

11A.2.2.2 Identify contraindications in order to select safe treatments for clients.

11B.2.2.2 Recommend appropriate service based on client consultation and analysis findings.

11C.2.2.2 →

11A.2.2.3 Describe the services performed by a skin care technician. (F1.4)

11B.2.2.3 Follow salon policy for assisting clients.

11C.2.2.3 →

11A.2.2.4 Describe methods used by a skin care technician. (F1.5)

11B.2.2.4 Define *hypoallergenic*. (G1.5)

11C.2.2.4 Inform the client of a skin care procedure and obtain consent before beginning the service.

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Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.** *(continued)*

GLO 2.2: Describe and demonstrate the process of **preparing the client.** *(continued)*

11A.2.2.5 Discuss the health of skin. (F1.6)	11B.2.2.5 Discuss common skin disorders of the back.	11C.2.2.5 Discuss how the client’s clinical or medical procedures (e.g., recent cosmetic surgery, Botox injections, chemical peels) affect skin care treatment.
11A.2.2.6 Identify skin conditions and skin types. (G5.1)	11B.2.2.6 Describe the characteristics of dehydrated, couperose, rosacea, and acned skin conditions.	
11A.2.2.7 Identify fine, medium, and course textures of skin.	11B.2.2.7 Discuss and practise procedures for performing an allergy test. (A2.2)	
11A.2.2.8 Describe the characteristics of normal, dry, oily, combination, and mature skin.		

Goal 3: Describe and demonstrate knowledge and skills related to **service.**

GLO 3.1: Describe and demonstrate **esthetics services.**

11A.3.1.1 Define <i>dermatology</i> and <i>histology</i> . (F4.1)	11B.3.1.1 Discuss skin conditions. (F4.4)	11C.3.1.1 Describe the different types of specialized treatments. (G4.1)
11A.3.1.2 Discuss skin types. (F4.3)	11B.3.1.2 Describe and demonstrate male skin care.	11C.3.1.2 Describe various specialized treatments. (G4.2)
11A.3.1.3 Demonstrate the application of various facial products according to the manufacturers’ instructions and client needs.	11B.3.1.3 Demonstrate the application of various men’s products according to the manufacturers’ instructions and client needs.	11C.3.1.3 Describe methods of skin resurfacing. (G4.3)

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Goal 3: Describe and demonstrate knowledge and skills related to **service.** *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services.** *(continued)*

11A.3.1.4 Identify, describe, and demonstrate deep cleansing, toning, protection, and treatment lotions and creams.

11A.3.1.5 Discuss relaxation massage. (F5.1)

11A.3.1.6 Describe basic relaxation massage movements. (F5.2)

11A.3.1.7 Describe the application and removal of a facial mask.

11A.3.1.8 Describe the application of various back masks.

11A.3.1.9 Discuss the procedures used for extractions. (G3.4)

11B.3.1.4 Describe massage-related anatomy and physiology. (F3.2)

11B.3.1.5 Review basic cosmetic massage movements and demonstrate cosmetic back massage.

11B.3.1.6 Describe the application of a mask. (G3.5)

11B.3.1.7 Describe the procedures for removing various masks. (G3.6)

11B.3.1.8 Describe and demonstrate the procedures for removing various back masks.

11B.3.1.9 Describe toners and protective products. (G3.7)

11B.3.1.10 Describe light therapy and its uses.

11B.3.1.11 Describe the use and benefits of faradic current and sinusoidal current.

11C.3.1.4 Describe and demonstrate the different types of facials, including treatments with machines.

11C.3.1.5 Describe and demonstrate various specialized treatments, including collagen treatments.

11C.3.1.6 Describe and demonstrate chemical face peeling.

11C.3.1.7 Discuss the application of the Ionto mask in connection with cosmetic substances.

11C.3.1.8 Discuss the use of a multi-function machine and the various attachments.

11C.3.1.9 Demonstrate galvanic/desincrustation and iontophoresis.

11C.3.1.10 Demonstrate the use of different skin care products. (G1.13)

11C.3.1.11 Demonstrate and complete a minimum of five different body treatments. (G5.6)

11C.3.1.12 Demonstrate and complete a minimum of 10 facials. (G3.13)

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Goal 4: Describe and demonstrate knowledge and skills related to **post-service**.

GLO 4.1: Describe and demonstrate the post-service steps that the technician performs **while the client is in the salon**.

11A.4.1.1 Describe client post-service procedures.

11B.4.1.1 Discuss the completion of service with the client. (A2.7)

11C.4.1.1 Demonstrate client post-service procedures.

11A.4.1.2 Describe the correct removal of draping from the client after services.

11B.4.1.2 Practise post-service with the client. (A2.9)

11C.4.1.2 Discuss with and recommend to clients procedures and products for a home maintenance skin care program.

11A.4.1.3 Discuss home maintenance of skin care with clients.

11C.4.1.3 Discuss possible future appointments with the client.

GLO 4.2: Describe and demonstrate the post-service steps that the technician performs **after the client leaves the salon**.

11A.4.2.1 Describe the post-service steps that the skin care technician performs after the client leaves the salon.

11B.4.2.1 Discuss sanitary measures taken after releasing the client. (A2.8)

11C.4.2.1 Demonstrate post-service sanitation steps.

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.**

GLO 5.1: Demonstrate the **operation** of **equipment, tools, and implements.**

11A.5.1.1 Discuss the equipment and implements used in skin care treatment. (G3.1)

11B.5.1.1 Discuss and describe the equipment, tools, and implements used to perform men's skin care treatments.

11C.5.1.1 Describe the function and purpose of equipment used by a skin care technician. (F2.3)

11A.5.1.2 Describe lasers used to perform treatments.

11B.5.1.2 Describe safe filling, use, and emptying of the steamer/vaporizer.

11C.5.1.2 Demonstrate the safe operation of equipment, tools, and implements used to provide services.

11A.5.1.3 Discuss the use of microcurrent in skin care.

11B.5.1.3 Demonstrate using a steamer. (G4.7)

11C.5.1.3 Describe light therapy. (G4.5)

11A.5.1.4 Discuss the benefits of Tesla high-frequency therapy.

11B.5.1.4 Identify the equipment used in a skin analysis.

11C.5.1.4 Describe high-frequency therapy. (G4.6)

GLO 5.2: Demonstrate the **use** of **materials, products, and consumable items.**

11A.5.2.1 Discuss the products used for skin care treatments. (G3.2)

11B.5.2.1 Discuss the materials, products, and consumable items used for back and facial treatments.

11C.5.2.1 Identify and describe the various products used for special facial treatments. (G4.4)

11A.5.2.2 Identify vitamins and minerals commonly used in cosmetics, their functions, and their sources.

11B.5.2.2 Describe exfoliation products and techniques. (G3.3)

11C.5.2.2 Identify product types, including mixtures, solutions, suspensions, gels, powders, ointments, sticks, aerosols, and emulsions, and give a product example, explaining its function and benefits.

11A.5.2.3 Discuss emulsions used in cosmetic preparations. (G1.12)

11B.5.2.3 Describe the different products used for various skin types. (G1.6)

11C.5.2.3 Describe toners and protective products and their correct application for back treatments.

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.** *(continued)*

GLO 5.2: Demonstrate the **use** of **materials, products, and consumable items.** *(continued)*

11A.5.2.4 Identify cosmetic ingredients, give an example of an ingredient, and explain its function and benefits.	11B.5.2.4 Discuss back massage products.	11C.5.2.4 Define appropriate products, using product knowledge for various skin types. (G1.7)
11A.5.2.5 Identify facial materials, products, and consumable items, their function, and their cautions.	11B.5.2.5 Describe product forms. (G1.2)	
11A.5.2.6 Discuss the importance of an esthetician’s familiarity with the ingredients used in products. (G1.1)	11B.5.2.6 Define organic and natural ingredients. (G1.3)	
	11B.5.2.7 Discuss why manufacturers list all ingredients used in products. (G1.4)	

GLO 5.3: Demonstrate the **maintenance and storage** of **equipment, tools, implements, materials, products, and consumable items.**

11A.5.3.1 Maintain and store equipment, tools, and implements.	11B.5.3.1 Clean and sanitize implements and materials and return them to the proper storage area after use.	11C.5.3.1 Maintain and store equipment, tools, and implements.
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Goal 6: Demonstrate an understanding of the **evolution** of the esthetics industry, including its **technological progression and emerging trends**.

GLO 6.1: Describe the **evolution** of the esthetics industry, including its **technological progression and emerging trends**.

11A.6.1.1 Discuss the history of skin care and the use of cosmetics. (F1.1)	11B.6.1.1 Discuss the history of men’s skin care.	11C.6.1.1 Discuss the history of advanced skin care and skin care machines/equipment.
	11B.6.1.2 Identify current and emerging technological progressions related to men’s skin care.	11C.6.1.2 Describe natural, organic, and vegan substances used in selected beauty therapies.
		11C.6.1.3 Discuss trends in cosmetics and skin care practices. (F1.2)

Goal 7: Demonstrate an understanding of **career opportunities** in esthetics.

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry.

11A.7.1.1 Research local and global professional organizations related to skin care.	11B.7.1.1 Research local and global professional organizations related to men’s skin care.	11C.7.1.1 Describe skin care technician career opportunities. (F1.3)
	11B.7.1.2 Explain employment opportunities in the area of men’s skin care and back care.	11C.7.1.2 Update a resumé and a portfolio to reflect newly acquired skills and accomplishments.
	11B.7.1.3 Create a career goal-setting plan.	11C.7.1.3 Describe the Manitoba Esthetician Apprenticeship Program. (A1.2)

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Goal 8: Describe and demonstrate transferable **cross-curricular** knowledge and skills as they relate to esthetics.

GLO 8.1: Read, interpret, and communicate information related to esthetics.

	11B.8.1.1 Demonstrate fundamental skills required to communicate and manage information.	11C.8.1.1 Identify advanced skin care vocabulary. 11C.8.1.2 Demonstrate fundamental communication skills in relation to advanced skin care.
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GLO 8.2: Apply knowledge and skills related to esthetics from **the arts**.

11A.8.2.1 Demonstrate the ability to set up a skin care area/room to create a relaxing atmosphere/environment for clients.		
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GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences**.

11A.8.3.1 Discuss the histology of the skin. (F4.2)	11B.8.3.1 Identify various skin conditions and recommend treatments, services, and products for the conditions.	11C.8.3.1 Identify skin disorders and imperfections. (G2.5)
11A.8.3.2 Define skin diseases and disorders. (G2.1)	11B.8.3.2 Discuss the various chemicals pertaining to skin care and their related hazards. (G1.9)	11C.8.3.2 Identify skin diseases. (G2.6)
11A.8.3.3 Discuss why a skin care technician should be able to recognize common skin diseases and disorders.	11B.8.3.3 Describe the pH level of the skin. (G1.10)	11C.8.3.3 Describe the differences between a diluted, a concentrated, and a saturated solution. (G1.11)

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Goal 8: Describe and demonstrate transferable **cross-curricular** knowledge and skills as they relate to esthetics. *(continued)*

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences.** *(continued)*

11A.8.3.4 Identify the characteristics and functions of bacteria, fungi, and viruses by describing their type, classification, growth, and reproductive cycle.	11B.8.3.4 Describe and compare emulsions and suspensions in relation to skin care products.	11C.8.3.4 Describe direct and alternating electrical currents.
11A.8.3.5 Identify micro-organisms to which an esthetician may be exposed.	11B.8.3.5 Describe silicone-based products, including cyclomethicone, dimethicone, and dimethicone copolyol.	11C.8.3.5 Describe the purpose of a ground-fault circuit interrupter.
11A.8.3.6 Discuss the branches of chemistry. (G1.8)	11B.8.3.6 Describe the benefits of lighteners and identify commonly used lightening ingredients in skin care treatment products.	11C.8.3.6 Define the following terms related to electricity: <i>amp, circuit, conductor, converter, generator, insulator, load, ohm, polarity, rectifier, watt, and volt.</i>
11A.8.3.7 Identify common elements and their significance to biological systems.	11B.8.3.7 Describe the use of chelating agents, colouring agents, and fragrance in cosmetics.	11C.8.3.7 Define <i>cathode</i> and <i>anode</i> .
11A.8.3.8 Identify cells or cell types and their function.	11B.8.3.8 Identify the motor points of the face. (F3.5)	11C.8.3.8 Describe and compare galvanic, high-frequency (Tesla), faradic, and sinusoidal currents.
11A.8.3.9 Identify types of skin cells and their location and function.	11B.8.3.9 Identify structures in the skin. (F3.3)	11C.8.3.9 Describe Underwriters Laboratories (UL) and Canadian Standards Association (CSA).

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Goal 8: Describe and demonstrate transferable **cross-curricular** knowledge and skills as they relate to esthetics.
(*continued*)

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences.** (*continued*)

11A.8.3.10 Describe sebaceous gland, sudoriferous gland, and acne disorders, and their recommended treatment.	11B.8.3.10 Describe various skin phototypes and the reaction to ultraviolet (UV) radiation.	11C.8.3.10 Define <i>phoresis</i> , <i>anaphoresis</i> , and <i>cataphoresis</i> .
11A.8.3.11 Describe skin growths and pigment disorders, and their recommended treatment.	11B.8.3.11 Discuss the anatomy and physiology of the face and décolletage. (F3.1)	
11A.8.3.12 Identify and describe aging factors.	11B.8.3.12 Identify the five layers of the skin. (F3.4)	

GLO 8.4: Apply knowledge and skills related to esthetics from **mathematics.**

11A.8.4.1 Demonstrate an understanding of the use of fractions, decimals, ratios, and percentages.	11C.8.4.1 Demonstrate correct ratios when filling the Lucas machine.
	11C.8.4.2 Demonstrate mixing ratios required for treatments such as chemical peels and masks.

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Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry.

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients.

<p>11A.9.1.1 Identify barriers in an esthetician’s personal environment that may affect the professional environment.</p> <p>11A.9.1.2 Recognize and analyze the opportunities and barriers in an esthetician’s professional environment.</p> <p>11A.9.1.3 Identify potential resources to maximize professional opportunities.</p>	<p>11C.9.1.1 Analyze the opportunities and barriers in own professional environment.</p> <p>11C.9.1.2 Identify potential resources to maximize professional opportunities.</p>
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GLO 9.2: Describe the esthetics industry’s **sustainability practices** and their impact on the **environment**.

<p>11A.9.2.1 Identify environmentally appropriate skin care products.</p> <p>11A.9.2.2 Dispose of waste material, such as medical waste and lancets, in an environmentally safe manner.</p>	<p>11B.9.2.1 Identify environmentally appropriate men’s skin care products.</p> <p>11B.9.2.2 Demonstrate the safe and environmentally responsible disposal of materials, products, and consumable items.</p>	<p>11C.9.2.1 Demonstrate sustainable practices throughout and upon completion of services.</p>
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GLO 9.3: Describe **sustainable business practices** within the esthetics industry.

<p>11C.9.3.1 Research the needs of the local economy in relation to skin care services.</p>

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<p>Goal 10: Demonstrate ethical and legal standards as they pertain to the esthetics industry.</p> <p>GLO 10.1: Practise ethical and legal standards as they pertain to esthetics.</p>		
<p>11A.10.1.1 Discuss why a skin care technician might refuse treatment of a client with an infectious or contagious disease.</p> <p>11A.10.1.2 Describe government guidelines that regulate product formulations and claims.</p>	<p>11B.10.1.1 Demonstrate an awareness of client modesty.</p>	<p>11C.10.1.1 Describe <i>The Freedom of Information and Protection of Privacy Act</i> (FIPPA).</p> <p>11C.10.1.2 Practise discretion and confidentiality in acquiring and managing client information.</p>
<p>Goal 11: Demonstrate employability skills related to the esthetics industry.</p> <p>GLO 11.1: Demonstrate fundamental employability skills.</p>		
<p>11A.11.1.1 Demonstrate employability skills.</p>	<p>11B.11.1.1 Communicate with clients, demonstrate teamwork with co-workers and supervisors, and participate in salon tasks and events.</p>	<p>11C.11.1.1 Establish rapport with clients to build and maintain clientele.</p> <p>11C.11.1.2 Demonstrate teamwork skills and participation when performing multiple advanced skin care services.</p>
<p>GLO 11.2: Demonstrate an understanding of the business operation of a salon.</p>		
<p>11A.11.2.1 Discuss retail marketing techniques as they apply to an esthetics salon.</p>	<p>11B.11.2.1 Demonstrate an understanding of client databases and update database after completing each service.</p>	<p>11C.11.2.1 Create treatment specials according to seasons.</p> <p>11C.11.2.2 Recommend additional services to clients.</p> <p>11C.11.2.3 Book salon appointments and manage times for multiple services and appointments.</p>



GRADE 12 ESTHETICS—
SKIN CARE TECHNOLOGY

General and Specific Learning
Outcomes by Goal

GRADE 12 ESTHETICS—SKIN CARE TECHNOLOGY: GENERAL AND SPECIFIC LEARNING OUTCOMES BY GOAL

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Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices**.

GLO 1.1: Describe and demonstrate **personal and public sanitation**.

12A.1.1.1 Demonstrate personal and professional health practices.	12B.1.1.1 Demonstrate personal and public sanitation practices while performing hair removal services.	12C.1.1.1 Demonstrate the sanitary dispensing of makeup products.	
12A.1.1.2 Demonstrate personal and public hygiene practices.		12C.1.1.2 Discuss consequences related to the unsanitary dispensing of makeup products.	

GLO 1.2: Describe and demonstrate **health and safety practices**.

12A.1.2.1 Apply personal protective equipment (PPE) requirements for applied skin care services.	12B.1.2.1 Describe the contraindications and complications that clients may experience after receiving hair removal services.	12C.1.2.1 Apply universal precautions related to PPE, handwashing, and infectious diseases at the makeup workstation.	12D.1.2.1 Identify PPE required for spa services.
	12B.1.2.2 Research the effects of various medications and skin creams in hair removal services.	12C.1.2.2 Discuss risks and safety factors related to brow and lash tinting. (H3.3)	12D.1.2.2 Identify universal precautions related to blood-borne pathogens, infectious diseases, bacteria, viruses, moulds, and parasites.

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Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.** *(continued)*

GLO 1.2: Describe and demonstrate **health and safety practices.** *(continued)*

	12B.1.2.3 Test and monitor the temperature of wax before applying it to the client’s skin.	12C.1.2.3 Demonstrate the use of protective products. (H3.4)	12D.1.2.3 Describe precautions related to the use of aromatherapy oils, including those related to contraindications.
	12B.1.2.4 Wear gloves while performing personal hair removal services.	12C.1.2.4 Use appropriate implements and techniques to remove makeup products from containers.	12D.1.2.4 Describe and demonstrate the safe and sanitary use of technologies used to perform body treatments.
		12C.1.2.5 Discuss airbrushing makeup that is safe to use on human skin.	
		12C.1.2.6 Ensure that the client’s chair is properly and safely adjusted.	
		12C.1.2.7 Demonstrate an awareness of latex allergies and their implications for theatrical makeup.	
		12C.1.2.8 Discuss the importance of proper ventilation when working with theatrical makeup products.	

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Goal 1: Describe and demonstrate appropriate **personal and public sanitation** and **health and safety practices.**
(continued)

GLO 1.3: Maintain a **safe and organized workstation.**

12A.1.3.1 Maintain an organized and sanitary work area, providing a safe environment throughout services.	12B.1.3.1 Maintain a safe and organized workstation while providing hair removal services.	12C.1.3.1 Maintain a safe and organized makeup workstation. 12C.1.3.2 Organize a makeup workstation in a safe and efficient way.	12D.1.3.1 Initiate the maintenance of a clean, safe, and organized work area.
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Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.**

GLO 2.1: Describe and demonstrate the process of **preparing the workstation.**

12A.2.1.1 Prepare the treatment room for services.	12B.2.1.1 Describe the treatment room/workstation and the preparation for hair removal services.	12C.2.1.1 Discuss and assemble all necessary equipment, materials, implements, and consumable items for makeup services, including the preparation and organization of makeup and makeup brushes.	12D.2.1.1 Assemble all the necessary equipment, materials, implements, and consumable items for spa services.
12A.2.1.2 Sanitize, organize, and prepare the workstation for applied skin care services.	12B.2.1.2 Sanitize, organize, and prepare the workstation for hair removal services.	12C.2.1.2 Identify possible contraindications related to makeup applications.	

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Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.** *(continued)*

GLO 2.1: Describe and demonstrate the process of **preparing the workstation.** *(continued)*

12A.2.1.3 Assemble all the necessary equipment, materials, implements, and consumable items for applied skin care services.	12B.2.1.3 Conduct a pre-service skin analysis. (H1.4)	12C.2.1.3 Identify possible contraindications related to lash applications.
12A.2.1.4 Prepare PPE required for skin care services.	12B.2.1.4 Manage the amount and temperature of wax in preparation for hair removal services.	12C.2.1.4 Prepare PPE required for makeup services.
		12C.2.1.5 Research images and information related to the event/character/era for which the client has requested makeup services.

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Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.** *(continued)*

GLO 2.2: Describe and demonstrate the process of **preparing the client.**

12A.2.2.1 Perform a client consultation according to the requested services.	12B.2.2.1 Perform a client consultation and analysis according to requested services.	12C.2.2.1 Perform a client consultation and identify contraindications related to requested services.	12D.2.2.1 Consult with the client to determine which advanced massage techniques and/or body treatments would benefit the client.
12A.2.2.2 Recommend appropriate services based on client consultation and analysis findings.	12B.2.2.2 Recommend appropriate services according to client consultation and skin analysis findings.	12C.2.2.2 Demonstrate tact when explaining factors that may determine the client’s need or desire for corrective makeup services.	12D.2.2.2 Describe contraindications and safety related to spa services. (F5.3)
12A.2.2.3 Inform the client of a skin care procedure and obtain consent before beginning the service.	12B.2.2.3 Inform the client of a hair removal procedure and obtain consent before beginning the service.	12C.2.2.3 Prepare the client’s skin by cleansing, toning, and moisturizing the face prior to a makeup application.	12D.2.2.3 Inform the client of a spa service procedure and obtain consent before beginning the service.
12A.2.2.4 Prepare client draping and inform the client about changing procedures required for the service.	12B.2.2.4 Describe hair histology. (H1.1)	12C.2.2.4 Drape the client for makeup application.	12D.2.2.4 Describe and demonstrate the appropriate draping of the client.
12A.2.2.5 Follow salon policy for assisting clients.	12B.2.2.5 →	12C.2.2.5 Identify the client’s skin tone.	12D.2.2.5 Describe the process of performing a skin analysis prior to a body treatment.
	12B.2.2.6 Identify hirsute areas of the body and determine suitable hair removal products and techniques.	12C.2.2.6 Describe the selection of colour according to the client’s skin tone. (H2.7)	12D.2.2.6 Identify skin conditions and skin types. (G5.1)

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Goal 2: Describe and demonstrate knowledge and skills related to **pre-service.** *(continued)*

GLO 2.2: Describe and demonstrate the process of **preparing the client.** *(continued)*

12B.2.2.7 Identify skin and hair characteristics and common conditions to be considered during a skin analysis prior to hair removal.	12C.2.2.7 Identify areas of the face that will require highlighting and contouring.	12D.2.2.7 Identify the client's need for a specific body product.
12B.2.2.8 Prepare the client's skin for hair removal services.	12C.2.2.8 Position the client and the lighting to ease makeup application.	12D.2.2.8 Demonstrate a client consultation, describing the function of various products to be used for treatments. (G5.5)
12B.2.2.9 Discuss eyebrow shaping using the tweezing method. (H1.5)	12C.2.2.9 Discuss consultation for a bridal makeup application.	12D.2.2.9 Identify contraindications related to essential oils and aromatherapy treatments.
12B.2.2.10 Describe the process of applying a depilatory product. (H1.6)		12D.2.2.10 Discuss the process of preparing clients with physical disabilities.
12B.2.2.11 Describe how to advise a client on a treatment. (G5.2)		

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Goal 3: Describe and demonstrate knowledge and skills related to **service**.

GLO 3.1: Describe and demonstrate **esthetics services**.

12A.3.1.1 Demonstrate and complete a minimum of 12 skin analyses using a Wood’s lamp, identifying a variety of skin types and conditions. (F4.5)	12B.3.1.1 Define <i>hirsutism</i> , <i>hypertrichosis</i> , and <i>superfluous hair</i> .	12C.3.1.1 Define <i>physiognomy</i> . (H2.1)	12D.3.1.1 Demonstrate the application of various products according to the manufacturers’ instructions and client needs.
12A.3.1.2 Demonstrate and complete a minimum of five facial relaxation massages using various techniques. (F5.5)	12B.3.1.2 Define <i>epilation</i> , <i>depilation</i> , and <i>electrolysis</i> .	12C.3.1.2 Discuss physiognomy. (H2.2)	12D.3.1.2 Describe and demonstrate how to perform epidermabrasion on the body.
12A.3.1.3 Demonstrate the application of exfoliation products to the face. (G3.8)	12B.3.1.3 Discuss male hair removal and how it differs from female hair removal.	12C.3.1.3 Identify methods of foundation application.	12D.3.1.3 Define <i>aromatherapy</i> . (H4.1)
12A.3.1.4 Demonstrate on a client the removal of comedones and milia. (G3.9)	12B.3.1.4 Describe depilatory products. (H1.2)	12C.3.1.4 Distinguish between basic and corrective makeup techniques.	12D.3.1.4 Explain aromatherapy. (H4.2)
12A.3.1.5 Demonstrate the application of a mask. (G3.10)	12B.3.1.5 Describe depilatory hair removal. (H1.3)	12C.3.1.5 Demonstrate the appropriate application of foundation.	12D.3.1.5 Discuss how aromatherapy applications may be customized to meet client needs.
12A.3.1.6 Demonstrate the removal of various masks. (G3.11)	12B.3.1.6 Describe the process of removing a depilatory product. (H1.7)	12C.3.1.6 Identify methods of applying makeup to the eyes, eyebrows, lips, and cheeks.	12D.3.1.6 Demonstrate aromatherapy body treatments.

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Goal 3: Describe and demonstrate knowledge and skills related to **service.** *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services.** *(continued)*

12A.3.1.7 Demonstrate the application of toners and protective products. (G3.12)	12B.3.1.7 Discuss and demonstrate trimming techniques prior to hair removal.	12C.3.1.7 Describe and demonstrate appropriate makeup application for various eye and lip shapes.	12D.3.1.7 Demonstrate the uses of aromatherapy in skin care. (H4.4)
12A.3.1.8 Demonstrate on a client the use of infrared light therapy with the application of a facial treatment. (G4.8)	12B.3.1.8 Demonstrate the application of various products according to the manufacturers' instructions and client needs. (G5.4)	12C.3.1.8 Relate eyebrow design to makeup application.	12D.3.1.8 Describe and demonstrate the following types of massage: basic body, organic, rain therapy, and acupuncture massage.
12A.3.1.9 Demonstrate on a client the use of high-frequency therapy. (G4.9)	12B.3.1.9 Demonstrate sugaring.	12C.3.1.9 Demonstrate highlighting and contour techniques.	12D.3.1.9 Identify the need for each relaxation massage technique: stimulating, relaxing, and cleansing massage. (F5.4)
12A.3.1.10 Demonstrate how to prepare and apply a variety of specialized masks. (G4.10)	12B.3.1.10 Demonstrate the process of tweezing eyebrows. (H1.9)	12C.3.1.10 Demonstrate basic makeup application. (H2.9)	12D.3.1.10 Describe the benefits of and demonstrate body scrubs/polishing, dry brushing, body wraps, detoxification, paraffin treatments, hydration, and cellulite wraps.
12A.3.1.11 Describe and demonstrate direct, indirect, and sparking high-frequency treatments.	12B.3.1.11 Demonstrate the process of applying a depilatory product. (H1.10)	12C.3.1.11 Transform daytime makeup into evening makeup.	12D.3.1.11 Describe water therapy treatments.

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Goal 3: Describe and demonstrate knowledge and skills related to **service**. *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services**. *(continued)*

12A.3.1.12 Demonstrate a facial using a multi-function machine, including a vaporizer/steamer, rotary brushes, and/or additional attachments.	12B.3.1.12 Keep muslin or Pellon parallel to the skin while removing strips.	12C.3.1.12 Describe the methods of tinting brows and lashes. (H3.2)	12D.3.1.12 Demonstrate and complete a minimum of five different body treatments. (G5.6)
12A.3.1.13 Demonstrate and complete a minimum of 10 specialized facials. (G4.11)	12B.3.1.13 Demonstrate the process of removing a depilatory product. (H1.11)	12C.3.1.13 Describe processing and colour absorption time. (H3.6)	12D.3.1.13 Demonstrate superficial chemical peels and manual microdermabrasions.
	12B.3.1.14 Demonstrate and complete a minimum of two waxing procedures on each of the following: eyebrow, lip, chin, underarm, full leg, and bikini hair removal. (H1.13)	12C.3.1.14 Demonstrate a minimum of 10 brow and lash tinting procedures, including safety measures. (H3.7)	12D.3.1.14 Discuss and apply basic reflexology treatments.
		12C.3.1.15 Describe how theatrical makeup practices are used to generate emotions and enhance characters in theatrical performances or photographs.	12D.3.1.15 Discuss lymphatic drainage massage.
		12C.3.1.16 Describe the purpose of and identify examples of fantasy (non-realistic) makeup.	12D.3.1.16 Demonstrate cellulite massage treatments.

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Goal 3: Describe and demonstrate knowledge and skills related to **service.** *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services.** *(continued)*

		12C.3.1.17 Discuss how body makeup and lighting are used together to create effects in theatrical performances.	12D.3.1.17 Describe and demonstrate hot and cold stone therapy use and massage.
		12C.3.1.18 Discuss makeup removal procedures. (H2.6)	12D.3.1.18 Discuss reiki massage.
		12C.3.1.19 Discuss specialized makeup application. (H2.8)	12D.3.1.19 Discuss differences between treatments for the following clients: men, women who are not pregnant, women who are pregnant, and clients with disabilities.
		12C.3.1.20 Discuss permanent makeup application.	12D.3.1.20 Demonstrate and complete a minimum of five body relaxation massages using various techniques. (F5.6)
		12C.3.1.21 Demonstrate theatrical makeup techniques.	
		12C.3.1.22 Discuss freehand and airbrushed body art, and demonstrate each to the face, arms, legs, back, or décolleté.	

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Goal 3: Describe and demonstrate knowledge and skills related to **service.** *(continued)*

GLO 3.1: Describe and demonstrate **esthetics services.** *(continued)*

12C.3.1.23 Discuss henna tattooing.

12C.3.1.24 Demonstrate the application of strip lashes.

12C.3.1.25 Demonstrate the following specialized makeup applications: daytime, evening, fantasy, bridal, and mature. (H2.10)

Goal 4: Describe and demonstrate knowledge and skills related to **post-service.**

GLO 4.1: Describe and demonstrate the post-service steps that the technician performs **while the client is in the salon.**

12B.4.1.1 Describe the treatment of skin after hair removal services.

12C.4.1.1 Describe the client post-service procedures.

12D.4.1.1 →

12B.4.1.2 Demonstrate the removal of depilatory residue from the skin.

12C.4.1.2 Describe and demonstrate the correct removal of draping from the client.

12D.4.1.2 →

12B.4.1.3 Discuss home maintenance of hair removal with the client.

12C.4.1.3 Discuss with and recommend to clients appropriate procedures and products for home maintenance of own makeup.

12D.4.1.3 Discuss with and recommend to clients procedures and products for a home maintenance program between spa services.

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Goal 4: Describe and demonstrate knowledge and skills related to **post-service.** *(continued)*

GLO 4.1: Describe and demonstrate the post-service steps that the technician performs **while the client is in the salon.**
(continued)

	12B.4.1.4 Discuss and demonstrate lancing of ingrown hair and sanitation steps to prevent infection.	12C.4.1.4 Explain strip lash maintenance, removal, and care to the client.	12D.4.1.4 Offer water to the client upon completion of a massage.
	12B.4.1.5 Demonstrate the removal of stray hair.	12C.4.1.5 Assist the client in leaving the workstation.	12D.4.1.5 —→
	12B.4.1.6 Identify the client’s salon return date by booking the next appointment.		12D.4.1.6 Identify the client’s salon return date by offering to schedule the next spa service, and provide the client with a business card.
	12B.4.1.7 Describe the preparation of the skin post-service. (H1.8)		12D.4.1.7 Clean the floor of the salt scrub treatment area after each service to eliminate the slipping hazard.
	12B.4.1.8 Demonstrate the preparation of the skin post-service. (H1.12)		

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Goal 4: Describe and demonstrate knowledge and skills related to **post-service.** *(continued)*

GLO 4.2: Describe and demonstrate the post-service steps that the technician performs **after the client leaves the salon.**

12A.4.2.1 Demonstrate the post-service steps that the skin care technician performs after the client leaves the salon.	12B.4.2.1 Demonstrate post-service sanitation procedures after hair removal services.	12C.4.2.1 Demonstrate post-service sanitation procedures at the workstation after makeup services. 12C.4.2.2 Clean, sanitize, and store makeup brushes and tools. 12C.4.2.3 Sanitize and store makeup products.	12D.4.2.1 Demonstrate post-service sanitation procedures after spa services. 12D.4.2.2 Demonstrate correct sanitation and storage of hot stones and equipment used during spa services.
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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.**

GLO 5.1: Demonstrate the **operation** of **equipment, tools, and implements.**

12A.5.1.1 Demonstrate the use of implements and equipment used by a skin care technician. (F2.5)	12B.5.1.1 Demonstrate the use of hair removal equipment and implements and explain their function and cautions.	12C.5.1.1 Discuss tools used for makeup application. (H2.5)	12D.5.1.1 Identify specialized equipment, tools, and implements used to perform spa services.
12A.5.1.2 Demonstrate the safe operation of a microdermabrasion machine.	12B.5.1.2 Discuss machines used for permanent hair removal (e.g., electrolysis, laser).	12C.5.1.2 Identify and discuss various lighting recommended for makeup applications.	12D.5.1.2 Demonstrate heating and regulating the temperature of hot stones.

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.** *(continued)*

GLO 5.1: Demonstrate the **operation** of **equipment, tools, and implements.** *(continued)*

12A.5.1.3 Describe and demonstrate how to perform an epidermabrasion.		12C.5.1.3 Identify equipment, tools, and implements used in makeup applications to create theatrical characters.	12D.5.1.3 Position infrared lamps correctly.
12A.5.1.4 Discuss and demonstrate the use of an autoclave.		12C.5.1.4 Identify various makeup brushes and their use.	12D.5.1.4 Demonstrate the safe and appropriate use of high-frequency machines.
		12C.5.1.5 Identify tools required to apply strip lashes.	
		12C.5.1.6 Discuss the safe and appropriate operation of an airbrush machine.	

GLO 5.2: Demonstrate the **use** of **materials, products, and consumable items.**

	12B.5.2.1 Describe various forms of wax and sugaring products.	12C.5.2.1 Discuss makeup products, materials, and consumable items and their use/function during a makeup application.	12D.5.2.1 Describe the various products used for body treatments. (G5.3)
	12B.5.2.2 Compare hot and cold wax techniques.	12C.5.2.2 Demonstrate the appropriate use of all makeup materials and products.	12D.5.2.2 List and describe various aromatherapy oils and their benefits in relation to body treatments.

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.** *(continued)*

GLO 5.2: Demonstrate the **use** of **materials, products, and consumable items.** *(continued)*

12B.5.2.3 Describe and list the benefits of pre- and post-waxing procedures.

12B.5.2.4 Identify hair removal materials, products, and consumable items, their function, and their cautions.

12C.5.2.3 Describe products used to apply and remove different types of theatrical makeup, including cake, dry, and cream makeup and grease paint.

12C.5.2.4 Describe materials, products, and consumable items used in makeup applications to create theatrical characters.

12C.5.2.5 Relate various primers and foundations to coverage and skin type, colour, and ethnicities.

12C.5.2.6 Identify and arrange products, materials, and consumable items needed to apply strip lashes.

12C.5.2.7 Describe implements, supplies, and products required for brow and lash tinting. (H3.1)

12C.5.2.8 Demonstrate how to mix and dispense tinting products. (H3.5)

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Goal 5: Demonstrate the **operation, maintenance, and storage** of **equipment, tools, implements, materials, products, and consumable items.** *(continued)*

GLO 5.3: Demonstrate the **maintenance and storage** of **equipment, tools, implements, materials, products, and consumable items.**

12A.5.3.1 Clean and sanitize implements and materials after use, and return them to the proper storage area.	12B.5.3.1 Demonstrate the safe and appropriate maintenance and storage of all equipment, tools, implements, materials, products, and consumable items used in hair removal.	12C.5.3.1 Discuss the sanitization and storage of airbrush makeup equipment, tools, implements, materials, products, and consumable items.	12D.5.3.1 Clean, sanitize, and store equipment, tools, implements, materials, and products after use.
	12B.5.3.2 Demonstrate the safe and appropriate storage of all waxes.	12C.5.3.2 Sanitize and store equipment, tools, implements, materials, products, and consumable items.	
	12B.5.3.3 Demonstrate sanitizing and storing wax equipment, tools, and implements.		

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Goal 6: Demonstrate an understanding of the **evolution** of the esthetics industry, including its **technological progression and emerging trends.**

GLO 6.1: Describe the **evolution** of the esthetics industry, including its **technological progression and emerging trends.**

12A.6.1.1 Complete a project, using the instructor’s guidelines, on new trends in the skin care industry. (F1.7)	12B.6.1.1 Discuss the evolution of hair removal.	12C.6.1.1 Discuss the history of cosmetics and their use.	12D.6.1.1 Describe the global evolution of the spa.
12A.6.1.2 Practise new trends in skin care on a model. (F1.8)	12B.6.1.2 Research the technological progression in hair removal.	12C.6.1.2 Identify and demonstrate makeup applications representing a variety of eras and cultures.	12D.6.1.2 Describe the history of spa services, including their uses for healing, beautification, and relaxation, and as a sign of prestige.
	12B.6.1.3 Research emerging trends in hair removal.	12C.6.1.3 Discuss emerging trends in permanent makeup.	12D.6.1.3 Explore current spa services and emerging spa trends.
		12C.6.1.4 Discuss eyelash history and trends.	12D.6.1.4 Demonstrate the function and types of advanced treatments available in the spa industry.
		12C.6.1.5 Describe the history of cosmetics in relation to war, depression, and economic trends.	
		12C.6.1.6 Discuss the technological progression of and emerging trends in makeup artistry.	

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Goal 7: Demonstrate an understanding of **career opportunities** in esthetics.

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry.

12A.7.1.1 Update a resumé to reflect newly acquired skills and accomplishments.	12B.7.1.1 →	12C.7.1.1 →	12D.7.1.1 →
12A.7.1.2 Update a portfolio to reflect newly acquired information, including pictures.	12B.7.1.2 →	12C.7.1.2 →	12D.7.1.2 →
	12B.7.1.3 Explain employment opportunities in the area of hair removal.	12C.7.1.3 Discuss career opportunities in the makeup industry.	12D.7.1.3 Describe the training requirements and opportunities related to spa services.
		12C.7.1.4 Discuss training opportunities offered by manufacturers of esthetics products.	12D.7.1.4 Describe areas of specialization in the spa industry.
		12C.7.1.5 Describe local and global professional organizations in the makeup industry.	12D.7.1.5 Research professional organizations related to spa services.
		12C.7.1.6 Describe strategies to build relationships with other professionals within the industry.	12D.7.1.6 Create a plan for building a career.
		12C.7.1.7 Formulate a learning plan for continued professional career planning and development.	12D.7.1.7 Describe the scope, substance, and significance of a journey-level status. (A8.1)

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Goal 7: Demonstrate an understanding of **career opportunities** in esthetics. *(continued)*

GLO 7.1: Describe **apprenticeship and career opportunities** and **professional organizations** in the esthetics industry. *(continued)*

12C.7.1.8 Discuss the legal requirements for working in the movie industry in Manitoba.

12C.7.1.9 Describe special opportunities and challenges related to skilled labourer training. (A1.3)

12D.7.1.8 Compare/contrast role options and responsibilities of the supervising journeyperson. (A8.2)

12D.7.1.9 Describe and demonstrate common requirements related to providing journey-level supervision. (A8.3)

12D.7.1.10 Complete Modules 1 to 3 of *Workplace Coaching Skills* (or equivalent). (A8.4)

12D.7.1.11 Complete Modules 4 to 6 of *Workplace Coaching Skills* (or equivalent). (A8.5)

GLO 7.2: Review and demonstrate the knowledge and skills required to pass the **Provincial Skin Care Technician Examinations.**

12D.7.2.1 Discuss the format and general content of the Skin Care Technician Examinations. (I1.1)

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Goal 7: Demonstrate an understanding of **career opportunities** in esthetics. *(continued)*

GLO 7.2: Review and demonstrate the knowledge and skills required to pass the **Provincial Skin Care Technician Examinations.** *(continued)*

12D.7.2.2 Identify resources, strategies, and other considerations for maximizing successful completion of written examinations. (I1.2)

12D.7.2.3 Review program content regarding Esthetician. (I1.3)

12D.7.2.4 Review program content regarding Basic Skin Care Technician Skills. (I1.4)

12D.7.2.5 Review program content regarding Skin Care. (I1.5)

12D.7.2.6 Review program content regarding Related Services. (I1.6)

12D.7.2.7 Develop a review plan. (I1.7)

12D.7.2.8 Discuss and review the practical examination format and content, as described in the Manitoba "Skin Care Technician Practical Examination Information." (I2.1)

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.

GLO 8.1: Read, interpret, and communicate information related to esthetics.

	12B.8.1.1 Read, interpret, and communicate information related to hair removal, including manufacturers' instructions and safety guidelines.	12C.8.1.1 Demonstrate fundamental communication skills in relation to professional makeup application.	12D.8.1.1 Read, interpret, and communicate information related to spa services.
	12B.8.1.2 Communicate health and safety concerns to clients.	12C.8.1.2 Demonstrate the ability to conduct a detailed conversation with clients to ascertain their needs and expectations and to determine the products and techniques to be used.	12D.8.1.2 Demonstrate the ability to initiate and manage professional conversations with clients and others in the industry.

GLO 8.2: Apply knowledge and skills related to esthetics from **the arts**.

		12C.8.2.1 Identify facial shapes and the correct procedure used to create the illusion of the classic oval-shaped face.	12D.8.2.1 Identify appropriate relaxation music for spa services.
		12C.8.2.2 Describe colour theory. (H2.3)	12D.8.2.2 Discuss the visual features of a relaxing spa environment.

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics. *(continued)*

GLO 8.2: Apply knowledge and skills related to esthetics from **the arts.** *(continued)*

12C.8.2.3 Define and describe characteristics of colouring, including pigment, tint, hue, tone, intensity, shade, and value.

12C.8.2.4 Describe blending, highlighting, and contouring in relation to makeup application.

12C.8.2.5 Manipulate colours to enhance or minimize facial shapes and features.

12C.8.2.6 Demonstrate balance and harmony in applying makeup.

12C.8.2.7 Demonstrate an understanding of the sections of the orbital area of the eye in relation to makeup application.

12C.8.2.8 Demonstrate an awareness of the use of photo-editing software to enhance makeup artistry.

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Goal 8: Describe and demonstrate transferable **cross-curricular knowledge and skills** as they relate to esthetics.
(continued)

GLO 8.3: Apply knowledge and skills related to esthetics from **the sciences**.

	12B.8.3.1 Identify swollen glands and discuss how they can cause contraindications to hair removal services.	12C.8.3.1 Research makeup ingredients and their effects on skin and human health.	12D.8.3.1 Identify active ingredients in chemicals used in selected body treatments.
		12C.8.3.2 Discuss the testing of makeup.	12D.8.3.2 Explain the possible relationships among body systems and body treatments.
		12C.8.3.3 Demonstrate an understanding of makeup products that require water or water-based products for thinning and cleanup and those that require other types of solvents, such as organic ones.	12D.8.3.3 Describe how essential oils are obtained.

GLO 8.4: Apply knowledge and skills related to esthetics from **mathematics**.

	12B.8.4.1 Demonstrate the appropriate angle when applying hot wax.	12C.8.4.1 Identify the divisions of the face (vertical and horizontal).	12D.8.4.1 Use correct ratios when mixing essential oils.
	12B.8.4.2 Estimate the area of skin on which hair will be removed to determine the number of manageable sections for each application.	12C.8.4.2 Demonstrate the appropriate use of angles and crescents during makeup applications.	12D.8.4.2 Calculate provincial and federal taxes.
		12C.8.4.3 Relate the cost per application of various products to the profitability of the salon.	

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Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry.

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients.

12B.9.1.1 Describe the importance of hair removal services to clients' feelings of self-esteem and well-being.	12C.9.1.1 Describe the importance of makeup to clients' feelings of self-esteem and well-being.	12D.9.1.1 Identify the principles and philosophies of spa treatments.
12B.9.1.2 Demonstrate an awareness of workplace challenges (e.g., posture, ergonomics, air quality, stress) that are related to long-term health issues.	12C.9.1.2 Discuss colour psychology. (H2.4)	12D.9.1.2 Examine aromatherapy products and equipment. (H4.3)
12B.9.1.3 Identify potential resources (e.g., hydraulic beds, comfortable footwear, ergonomic furniture, ergonomic salon layout) that might maximize professional well-being and longevity.	12C.9.1.3 Demonstrate tact and positive verbal and body language when consulting with clients about the application of makeup.	12D.9.1.3 Describe the health and wellness benefits of body treatments.
12B.9.1.4 Identify personal lifestyle choices (e.g., nutrition, exercise, amount of sleep) that affect the technician's professional life.	12C.9.1.4 Adapt makeup techniques to meet the needs of clients with special requirements (e.g., illness, disabilities, prostheses).	12D.9.1.4 Analyze personal lifestyle choices (e.g., nutrition, exercise, amount of sleep) to identify factors that affect the technician's professional life.
12B.9.1.5 Describe good human relations and professional attitude. (A3.3)	12C.9.1.5 Adjust the client's chair to work ergonomically.	12D.9.1.5 Differentiate between invasive and non-invasive treatments.

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Makeup Artistry (12C)
40S / 40E / 40M

9078
Spa Services (12D)
40S / 40E / 40M

Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry. *(continued)*

GLO 9.1: Describe the impact of **sustainability** on the **health and well-being** of estheticians and their clients. *(continued)*

12C.9.1.6 Discuss the importance of respecting the religious and cultural views of clients.

12C.9.1.7 List and discuss reasons people may choose to use face and body adornments (e.g., cosmetics, body paint, tattoos, clothing, jewellery, piercings), and discuss how these adornments identify a person.

12C.9.1.8 Analyze how values, attitudes, conformity, individuality, and personality may be affected by adornment choices.

12C.9.1.9 Compare the influence of culture, family, peers, and friends on adornment choices.

12C.9.1.10 Explain how adornment choices are influenced by changes in society and fashion.

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Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry. *(continued)*

GLO 9.2: Describe the esthetics industry’s **sustainability practices** and their impact on the **environment**.

12A.9.2.1 Identify skin care products that are environmentally safe.	12B.9.2.1 Identify hair removal products that are environmentally safe.	12C.9.2.1 Identify theatrical makeup products that are environmentally safe.	12D.9.2.1 Identify spa products and services that are environmentally sustainable.
12A.9.2.2 Demonstrate sustainable practices throughout and upon completion of applied skin care services.	12B.9.2.2 Demonstrate sustainable practices throughout and upon completion of hair removal services.	12C.9.2.2 Research and identify natural, organic, and vegan makeup lines.	12D.9.2.2 Demonstrate sustainable practices throughout spa services.
12A.9.2.3 Demonstrate the safe disposal of materials, products, and consumable items upon completion of services.	12B.9.2.3 Demonstrate the safe and environmentally friendly disposal of all waxing products.	12C.9.2.3 Demonstrate the disposal of materials, products, and consumable items in an environmentally safe manner.	12D.9.2.3 Demonstrate the safe disposal of materials, products, and consumable items upon completion of services.
12A.9.2.4 Dispose of waste material in an environmentally safe manner.		12C.9.2.4 Describe procedures used to remove and properly dispose of different types of three-dimensional theatrical makeup additions.	
		12C.9.2.5 Describe ways of storing and reusing three-dimensional theatrical makeup additions in a sanitary manner.	

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Goal 9: Demonstrate an awareness of **sustainability** as it pertains to the esthetics industry. *(continued)*

GLO 9.3: Describe **sustainable business practices** within the esthetics industry.

<p>12B.9.3.1 Research the effect of the hair removal industry on the economy.</p> <p>12B.9.3.2 Discuss the seasonal nature of the hair removal industry.</p>	<p>12C.9.3.1 Research the effect of the makeup industry on the economy.</p> <p>12C.9.3.2 Discuss opportunities for offering advanced makeup services for special events or occasions (e.g., Halloween, theme parties).</p>	<p>12D.9.3.1 Research the effect of the spa industry on the local and global economy.</p> <p>12D.9.3.2 Discuss how a spa can adapt its business practices to sustain clients and generate sales.</p> <p>12D.9.3.3 Discuss how spas need to revise their business practices to reflect changing demographics.</p>
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Goal 10: Demonstrate **ethical and legal standards** as they pertain to the esthetics industry.

GLO 10.1: Practise **ethical and legal standards** as they pertain to esthetics.

	12B.10.1.1 Respect client modesty when performing hair removal services.	12C.10.1.1 Demonstrate an awareness of client modesty during the removal and application of makeup.	12D.10.1.1 Demonstrate an awareness of client modesty.
	12B.10.1.2 Discuss the importance of requesting permission from clients before photographing them.	12C.10.1.2 Demonstrate an awareness of the theatrical performer’s modesty.	12D.10.1.2 Discuss the ethical and legal requirements of respecting client privacy and information.
	12B.10.1.3 Discuss the importance of requesting permission from clients before distributing photographs of them.	12C.10.1.3 Discuss the use of model release forms.	12D.10.1.3 Discuss business-licensing requirements.
		12C.10.1.4 Demonstrate discretion when learning details from the personal lives of performers.	12D.10.1.4 Advise clients of the cost of each suggested service and obtain consent before performing body treatments.
		12C.10.1.5 Discuss the ethical and legal requirements for confidentiality in relation to certain scripts.	

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Goal 11: Demonstrate **employability skills** related to the esthetics industry.

GLO 11.1: Demonstrate **fundamental employability skills**.

12B.11.1.1 Demonstrate personal management skills by practising positive behaviours, responsibility, and adaptability.	12C.11.1.1 Demonstrate a personal and professional appearance appropriate to a skin care technician.	12D.11.1.1 Create a job description for a position in a spa.
12B.11.1.2 Discuss qualities of effective communication. (A3.4)	12C.11.1.2 Demonstrate the employability skills required by estheticians.	

GLO 11.2: Demonstrate an understanding of the **business operation** of a salon.

12B.11.2.1 Demonstrate an understanding of the hair removal business operation of a salon.	12C.11.2.1 Manage group bookings and multiple clients.	12D.11.2.1 List the skills required to own or operate a salon.
12B.11.2.2 Discuss the profitability of hair removal services.	12C.11.2.2 Demonstrate time management skills when managing group bookings and multiple clients.	12D.11.2.2 Describe financial essentials for starting a business.
12B.11.2.3 Describe retail marketing techniques. (A3.1)	12C.11.2.3 Control the amount of product used in order to minimize costs.	12D.11.2.3 Analyze common forms of spa ownership.
12B.11.2.4 Discuss salon bookings and record keeping. (A3.2)	12C.11.2.4 Identify techniques for successfully promoting services and recommending products to clients.	12D.11.2.4 Identify the importance of location, physical layout, target market, and a marketing plan for spa businesses.

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Goal 11: Demonstrate **employability skills** related to the esthetics industry. *(continued)*

GLO 11.2: Demonstrate an understanding of the **business operation** of a salon. *(continued)*

12B.11.2.5 Discuss recording of daily intake. (A3.5)

12B.11.2.6 Describe inventory control. (A3.6)

12B.11.2.7 Demonstrate retail and salon management skills. (A3.7)

12D.11.2.5 Identify the components of a spa business plan.

12D.11.2.6 Identify challenges involved in operating a business.

12D.11.2.7 Identify methods of compensation used in the spa industry, such as renting space, tipping, paying salaries, and commissions.

12D.11.2.8 Discuss the importance of business insurance.

12D.11.2.9 Explain the importance of understanding provincial and federal tax guidelines related to spa services.

12D.11.2.10 Identify ways to track spa business finances.



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