

# Beauty Targeted Review of Qualifications

Nail Technology Survey Results

October 2013

# Nail technology Survey 2013

## Result Details

Question  
**01**

1. In what capacity(s) are you answering this survey? (*Mandatory*)

Answers  
**70**

Skips  
**0**

100%

0%

|                              | 0% | 18.5% | 37% | COUNT     | PERCENT |
|------------------------------|----|-------|-----|-----------|---------|
| Nail technician              |    |       |     | <b>35</b> | 36.08%  |
| Educator / Provider          |    |       |     | <b>25</b> | 25.77%  |
| Sole operation               |    |       |     | <b>16</b> | 16.49%  |
| Employer                     |    |       |     | <b>12</b> | 12.37%  |
| Distributor of nail products |    |       |     | <b>5</b>  | 5.15%   |
| New graduate                 |    |       |     | <b>4</b>  | 4.12%   |

# Nail technology Survey 2013

## Result Details

Question  
**02**

Here is a list of jobs people might be appointed to. In the box below please list any further positions that could be added.

Answers  
**33**  
47%

Skips  
**37**  
53%

|   |                                |
|---|--------------------------------|
| Nail Technician in home salon<br>Business processes<br>Tax and accounting for your business<br>Customer service | Friday, Oct 25th<br>8:55PM     |
| freelance   | Friday, Oct 25th<br>6:54PM     |
| Nail Tech within a nail bar<br>Sales person   | Wednesday, Oct<br>23rd 5:45PM  |
| nail technician within beauty therapy industry  | Saturday, Oct 19th<br>2:43AM   |
| rent a chair owner operator<br>nail artist  | Wednesday, Oct<br>16th 5:33PM  |
| Mentor  | Wednesday, Oct<br>16th 3:43PM  |
| mobile nail technician visiting homes and rest homes  | Wednesday, Oct<br>16th 1:13PM  |
| Working from home<br>Working mobile   | Wednesday, Oct<br>16th 3:18AM  |
| In home based Nail Technician<br>Mobile Nail Technician or Mobile Educator                                      | Wednesday, Oct<br>16th 1:28AM  |
| Nail technician working from home   | Wednesday, Oct<br>16th 1:00AM  |
| Beauty Therapist - limited  | Wednesday, Oct<br>16th 12:57AM |
| Work from home nail technician  | Wednesday, Oct<br>16th 12:18AM |
| Nail technician in home salon   | Tuesday, Oct 15th<br>11:53PM   |
| Mobile nail tech  | Tuesday, Oct 15th<br>11:15PM   |
| not sure  | Tuesday, Oct 15th<br>9:40PM    |
| Nail tech from home based salon.  | Tuesday, Oct 15th<br>9:28PM    |
| Nail technician owner/operator  | Tuesday, Oct 15th<br>8:55PM    |

|   |                               |
|---|-------------------------------|
| cruise ship operator  | Tuesday, Oct 15th<br>5:41AM   |
| Manager of a nail salon/bar   | Saturday, Sep<br>28th 6:19PM  |
| Educator  | Thursday, Sep<br>26th 9:39PM  |
| self employed<br>distributor<br>image work<br>retail<br>rep   | Thursday, Sep<br>26th 9:15PM  |
| Self employed technician<br>Mobile technician   | Thursday, Sep<br>26th 4:51PM  |
| Self employed technician<br>Mobile technician   | Thursday, Sep<br>26th 4:51PM  |
| Self employed mobile technician<br>Sales Rep  | Wednesday, Sep<br>25th 4:47PM |
| Freelance nail technician   | Wednesday, Sep<br>18th 8:39PM |
| Nail tech on cruise ship  | Thursday, Sep<br>12th 6:43AM  |
| Part time nail technician from home (eg solo mums)<br>Nail technician within the the production industry (eg stage shows and productions) | Wednesday, Sep<br>11th 4:43PM |
| Product or manufacturer's representative; assessor or examiner  | Wednesday, Sep<br>11th 3:32PM |
| Nail technician within a care facility  | Monday, Sep 9th<br>5:06PM     |
| Nail technician within a pharmacy not associated with a beauty salon  | Monday, Sep 9th<br>3:05AM     |
| Home based nail technician only.  | Sunday, Sep 8th<br>7:52PM     |
| Waxing, Tinting, massage, facials, sunbed   | Sunday, Sep 8th<br>7:10PM     |
| Distributor   | Sunday, Sep 8th<br>6:09PM     |

# Nail technology Survey 2013

## Result Details

Question  
**03**

Here is a list of practical skills likely to be required. Please tick the position on the scale for the level of importance you associate with each.

Answers  
**70**  
100%

Skips  
**0**  
0%

|   | LOW IMPORTANCE | MEDIUM IMPORTANCE | HIGH IMPORTANCE | NOT APPLICABLE |
|---|----------------|-------------------|-----------------|----------------|
| Additional services (paraffin, hot oil) | 12             | <b>36</b>         | 21              | 1              |
| Analysis and treatment plan skills      | 2              | 12                | <b>55</b>       | 0              |
| Consultation skills                     | 0              | 6                 | <b>64</b>       | 0              |
| Manicure skills                         | 0              | 2                 | <b>67</b>       | 0              |
| Nail art skills                         | 7              | <b>35</b>         | 27              | 1              |
| Nail augmentation skills                | 2              | 6                 | <b>61</b>       | 1              |
| Pedicure skills                         | 0              | 4                 | <b>64</b>       | 0              |
| Soft gel skills (gel nail polish)       | 1              | 11                | <b>57</b>       | 1              |

# Nail technology Survey 2013

## Result Details

| Question<br><b>04</b> | Are there any other practical skills likely to be required?  | Answers<br><b>27</b><br>39% | Skips<br><b>43</b><br>61%      |
|-----------------------|--|-----------------------------|--------------------------------|
|                       | Safety   |                             | Friday, Oct 25th<br>8:55PM     |
|                       | Salon hygiene<br>Diseases of the nail<br>Personal hygiene and presentation   |                             | Wednesday, Oct<br>23rd 5:45PM  |
|                       | qualification needs to be broad enough to cater for new products ie shellac etc and not just focus on the 3 traditional forms ie 9gel, acrylic and silk wrap)  |                             | Sunday, Oct 20th<br>6:37PM     |
|                       | Massage, chemical sensitivity, brand awareness, price range  |                             | Thursday, Oct<br>17th 6:05AM   |
|                       | Hygiene  |                             | Wednesday, Oct<br>16th 9:12PM  |
|                       | nail removal & nail maintenance & care   |                             | Wednesday, Oct<br>16th 5:33PM  |
|                       | Personality skills   |                             | Wednesday, Oct<br>16th 1:29PM  |
|                       | Do need to be tidy and well presented.   |                             | Wednesday, Oct<br>16th 1:13PM  |
|                       | Hard gel, natural nail services, disinfection and sanitation, merchandising and marketing, time management, working within a salon, cash handling skills, communication skills, silk nails, backfill procedures, |                             | Wednesday, Oct<br>16th 1:37AM  |
|                       | A&P limited to skin, hair and nails.<br>Maintaining nail health and diseases.  |                             | Wednesday, Oct<br>16th 12:57AM |
|                       | Retail and up selling service skills, Rebooking  |                             | Tuesday, Oct 15th<br>10:37PM   |
|                       | Massage, hygiene training.   |                             | Tuesday, Oct 15th<br>10:04PM   |
|                       | showing techs exactly how to combine colours, etc  |                             | Tuesday, Oct 15th<br>9:40PM    |
|                       | First aid  |                             | Tuesday, Oct 15th<br>9:28PM    |
|                       | Ongoing education about nail salon hygiene and client cross contamination.<br>Instruments, files, buffers ect.   |                             | Tuesday, Oct 15th<br>8:55PM    |
|                       | Not necessarily  |                             | Tuesday, Oct 15th<br>1:33PM    |

|  |                               |
|--|-------------------------------|
| sanitation   | Tuesday, Oct 15th<br>5:41AM   |
| Retailing  | Thursday, Sep<br>26th 9:39PM  |
| product knowledge - up to date ege, soy wax, spa treatments<br>Nail art is often not core business in industry   | Thursday, Sep<br>26th 9:15PM  |
| Taking off more permanant products carefully   | Thursday, Sep<br>26th 4:51PM  |
| Taking off more permanant products carefully   | Thursday, Sep<br>26th 4:51PM  |
| Sales,customer service, PoS, personal presentation, work ethic - all soft skills relating to front line customer service roles   | Thursday, Sep<br>19th 7:57PM  |
| Massage  | Thursday, Sep<br>12th 6:43AM  |
| Massage skills and learning about the bones and muscles (anatomy)  | Wednesday, Sep<br>11th 4:43PM |
| Sanitisation and sterilisation   | Monday, Sep 9th<br>3:05AM     |
| Knowledge and ability to assess for infections of nails.<br>Knowledge of adequate hygiene and sterilising of equipment.<br>Training in conversational skills-what is appropriate to talk about and what isn't. | Sunday, Sep 8th<br>7:52PM     |
| waxing , tinting, sunbed   | Sunday, Sep 8th<br>7:10PM     |

# Nail technology Survey 2013

## Result Details

Question  
**05**

Here is a list of salon skills likely to be required. Please tick the position on the scale for the level of importance you associate with each.

Answers  
**70**  
100%

Skips  
**0**  
0%

|                              | LOW IMPORTANCE | MEDIUM IMPORTANCE | HIGH IMPORTANCE | NOT APPLICABLE |
|------------------------------|----------------|-------------------|-----------------|----------------|
| Basic business skills        | 4              | 30                | <b>35</b>       | 1              |
| Communication skills         | 0              | 2                 | <b>68</b>       | 0              |
| Communication skills         | 0              | 1                 | <b>62</b>       | 1              |
| Hospitality skills           | 9              | 14                | <b>43</b>       | 3              |
| Interpersonal skills         | 1              | 7                 | <b>62</b>       | 0              |
| Networking skills            | 4              | 24                | <b>42</b>       | 0              |
| Personal presentation skills | 0              | 5                 | <b>65</b>       | 0              |
| Problem solving skills       | 1              | 18                | <b>51</b>       | 0              |
| Reception skills             | 1              | 16                | <b>51</b>       | 2              |
| Retail skills                | 0              | 20                | <b>50</b>       | 0              |
| Self-assessment skills       | 1              | 12                | <b>56</b>       | 0              |



# Nail technology Survey 2013

## Result Details

Question **06** Are there any other salon skills likely to be required?

Answers  
**19**  
27%

Skips  
**51**  
73%

|  |                            |
|--|----------------------------|
| Cash handling, marketing and merchandising,  | Wednesday, Oct 16th 1:37AM |
| Cleaning procedures<br>non gossiping communication, more talking about the clients skin, hands, nails, what they want to achieve         | Tuesday, Oct 15th 10:37PM  |
| not sure   | Tuesday, Oct 15th 9:40PM   |
| Salon presentation skills  | Tuesday, Oct 15th 8:55PM   |
| Need to be able to speak English clearly, ?  | Tuesday, Oct 15th 1:33PM   |
| record keeping and personal hygiene  | Tuesday, Oct 15th 5:41AM   |
| product display skills<br>interface with Podiatrists   | Saturday, Sep 28th 6:19PM  |
| professional responsibility<br>ethic<br>legal requirments<br>Listening skills - active and passive                                       | Thursday, Sep 26th 9:15PM  |
| Team player - as in getting on with other staff  | Thursday, Sep 26th 4:51PM  |
| Team player - as in getting on with other staff  | Thursday, Sep 26th 4:51PM  |
| Team work  | Thursday, Sep 26th 3:16PM  |
| Business skills are something that does need to be developed, but not for entry level roles. Supervision, management, self-employed etc. | Thursday, Sep 19th 7:57PM  |
| dealing with customer complaints   | Wednesday, Sep 18th 8:39PM |
| motivation   | Sunday, Sep 15th 5:08PM    |
| Hygiene<br>Health and safety   | Thursday, Sep 12th 6:43AM  |
| No   | Wednesday, Sep 11th 4:43PM |

Is there a reason for communication skills to be displayed twice in the above box? Communication skills to include oral and well as verbal

Monday, Sep 9th  
5:06PM

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Cleaning

Sunday, Sep 8th  
7:28PM

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The importance of looking after and respecting clients, as without them we have no business.

Sunday, Sep 8th  
7:52PM

# Nail technology Survey 2013

## Result Details

**Question 07** Here are some areas of knowledge likely to be required. Again, tick the position on the scale for the level of importance you associate with each.

Answers  
**70**  
100%

Skips  
**0**  
0%

|                                     | LOW IMPORTANCE | MEDIUM IMPORTANCE | HIGH IMPORTANCE | NOT APPLICABLE |
|-------------------------------------|----------------|-------------------|-----------------|----------------|
| Industry specific safe practice     | 1              | 4                 | <b>65</b>       | 0              |
| Knowledge of nail anatomy           | 1              | 8                 | <b>61</b>       | 0              |
| Knowledge of conditions of the nail | 0              | 3                 | <b>67</b>       | 0              |
| Nail salon management               | 6              | 30                | <b>34</b>       | 0              |
| Nail salon sustainable practice     | 5              | 22                | <b>43</b>       | 0              |
| Product knowledge                   | 0              | 1                 | <b>68</b>       | 0              |
| Tools of the trade                  | 0              | 3                 | <b>67</b>       | 0              |

# Nail technology Survey 2013

## Result Details

**Question**  
**08** **Are there any other areas of knowledge likely to be required?**

Answers  
**10**  
14%

Skips  
**60**  
86%

|   |                            |
|---|----------------------------|
| Basic first aid and emergency procedures, history of nail industry/design   | Wednesday, Oct 16th 1:37AM |
| A high level of hygiene over all.   | Tuesday, Oct 15th 10:48PM  |
| not sure  | Tuesday, Oct 15th 9:40PM   |
| Ongoing maintenance/upgrade of knowledge<br>Sharing knowledge Free Open days  | Tuesday, Oct 15th 8:55PM   |
| Common sense  | Tuesday, Oct 15th 1:33PM   |
| medication clients take   | Tuesday, Oct 15th 5:41AM   |
| not at entry level, see comment above in q.6<br>sustainability are you meaning economic or eco-friendly. Both are important.              | Thursday, Sep 19th 7:57PM  |
| Industry trends<br>Contra indications   | Thursday, Sep 12th 6:43AM  |
| Identification of contraindications; referral to a GP or medical specialist; nail chemical hazards, especially to pregnant or ill clients | Wednesday, Sep 11th 3:32PM |
| Hygiene is very important.  | Sunday, Sep 8th 7:10PM     |

# Nail technology Survey 2013

## Result Details

Question  
**09**

Here are some attributes likely to be required. Again, tick the position on the scale for the level of importance you associate with each.

Answers  
**70**  
100%

Skips  
**0**  
0%

|              | LOW IMPORTANCE | MEDIUM IMPORTANCE | HIGH IMPORTANCE | NOT APPLICABLE |  |
|--------------|----------------|-------------------|-----------------|----------------|--|
| Adaptability | 0              | 14                | <b>56</b>       | 0              |  |
| Enthusiasm   | 0              | 4                 | <b>66</b>       | 0              |  |
| Initiative   | 0              | 6                 | <b>64</b>       | 0              |  |
| Punctuality  | 0              | 3                 | <b>67</b>       | 0              |  |
| Reliability  | 0              | 0                 | <b>70</b>       | 0              |  |
| Team member  | 0              | 8                 | <b>61</b>       | 1              |  |

# Nail technology Survey 2013

## Result Details

| Question<br><b>10</b> | Are there any other attributes likely to be required?  | Answers<br><b>21</b><br>30% | Skips<br><b>49</b><br>70%     |
|-----------------------|--|-----------------------------|-------------------------------|
|                       | Personal presentation<br>Personal hygiene  |                             | Wednesday, Oct<br>23rd 5:45PM |
|                       | Creativity<br>loyalty  |                             | Wednesday, Oct<br>16th 3:43PM |
|                       | always have a listening ear. And be interested in what the client has to say.  |                             | Wednesday, Oct<br>16th 1:13PM |
|                       | Consistent, friendly, apporacable  |                             | Wednesday, Oct<br>16th 1:37AM |
|                       | BE VERY POSSITIVE ABOUT YOUR PRODUCT AND KNOWLEDGE AS WELL AS YOUR CAPABILITY OF YOUR WORK STANDARD.<br>Wearing a face mask is very important to protect you from nail and acrylic dust. |                             | Tuesday, Oct 15th<br>10:48PM  |
|                       | no   |                             | Tuesday, Oct 15th<br>9:40PM   |
|                       | Leadership skills  |                             | Tuesday, Oct 15th<br>8:55PM   |
|                       | ethics and coming to work every day and working a late night and a saturday  |                             | Tuesday, Oct 15th<br>5:41AM   |
|                       | A positive attitude<br>A creative appreciation of line and balance as it relates to the shape and beauty of nails<br>be a good listener and encourager                                   |                             | Saturday, Sep<br>28th 6:19PM  |
|                       | Literacy<br>Numeracy   |                             | Thursday, Sep<br>26th 9:39PM  |
|                       | committed to professional development<br>professional pride - association membership   |                             | Thursday, Sep<br>26th 9:15PM  |
|                       | Dress code<br>personal appearence  |                             | Thursday, Sep<br>26th 4:51PM  |
|                       | Dress code<br>personal appearence  |                             | Thursday, Sep<br>26th 4:51PM  |
|                       | Ethics-confidentiality   |                             | Wednesday, Sep<br>25th 4:47PM |
|                       | loyalty and buying into the business, not monetary, ownership.   |                             | Thursday, Sep<br>19th 7:57PM  |
|                       | work well individually   |                             | Sunday, Sep 15th<br>5:08PM    |

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Ethics; Loyalty; Salon etiquette; Personable; Confidentiality; Approachable; Social media and permanence of comments made on-line. In saying this, I think some of the attributes listed in question 9 cannot be taught.

**Wednesday, Sep  
11th 3:32PM**

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Self awareness  
Respect of self and others

**Monday, Sep 9th  
3:05AM**

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Perseverance  
Flexibility of Attitude  
Patience

**Sunday, Sep 8th  
7:28PM**

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Immaculate presentation generally including nails.  
Some knowledge of current news/sport etc, for topics of discussion with clients.  
Card or client database system that is filled in after each client in order to remember important things happening in their lives - the personal touch.  
Training in confidentiality and integrity. Taught to never repeat anything or gossip.

**Sunday, Sep 8th  
7:52PM**

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house keeping, having clean work stations at all times, tidy up after every client etc.

**Sunday, Sep 8th  
7:10PM**

# Nail technology Survey 2013

## Result Details

Question  
**11**

**Any additional comments? Would you like to suggest anything that would support those entering the industry?**

Answers  
**30**  
43%

Skips  
**40**  
57%

|   |                               |
|---|-------------------------------|
| Investing in your future as a nail tech. Budget forecasting when starting out. Total cost to be fully operational.  | Friday, Oct 25th<br>8:55PM    |
| Talk to students/industry experts - gain some understanding of what's involved..... receive a service   | Friday, Oct 25th<br>6:54PM    |
| Once educated try to work within a salon for at least 18 months before branching out on their own.  | Wednesday, Oct<br>23rd 5:45PM |
| The ability to be a people person. Even on a bad day you have to be able to smile and continue. Leave personal opinion to yourself regarding individual clients and problems. | Monday, Oct 21st<br>8:29PM    |
| getting into the nail industry when it is not refulated with safe products is hard when people buy products containing mma and offrr full sets of acrylics for \$10           | Saturday, Oct 19th<br>2:43AM  |
| Passion for the industry, having standards with the particular product/brand they use.  | Thursday, Oct<br>17th 6:05AM  |
| To practice as much as you can & to expect 6-12 months to fine tune your skill & to build your client base.   | Wednesday, Oct<br>16th 3:43PM |
| reduced cost and able to be student loan for the courses and a choice of more than one provider is surmanti not just CND, and more frequent courses.                          | Wednesday, Oct<br>16th 1:37AM |
| Focus and do lots of practising   | Wednesday, Oct<br>16th 1:28AM |
| A genuine dedication and enthusiasm. Stick ability to see the training process through. What they perceive is their initial goal and long term goal within the industry.      | Wednesday, Oct<br>16th 1:09AM |
| Take your time and experience is the key to a great technician.   | Wednesday, Oct<br>16th 1:00AM |
| To be able to use a drill for doing back-filling of the nails, and totally understand the procedure of how to do a beautiful back-fill on a set of acrylic nails.             | Tuesday, Oct 15th<br>10:48PM  |
| Keep up with training skills.   | Tuesday, Oct 15th<br>9:39PM   |
| to take time and ask lots of questions  | Tuesday, Oct 15th<br>9:40PM   |
| Have a Host program available<br>Set up training in such a way that students have the feeling of having in house on the job training  | Tuesday, Oct 15th<br>8:55PM   |
| A good command of the English language (spoken and understanding)   | Tuesday, Oct 15th<br>1:33PM   |



|  |                                   |
|--|-----------------------------------|
| <p>A framework/ buddy system to assist new nail techs integrate into the workplace during their 90 day start up phase.<br/>Peer mentoring system by registered nail techs</p>  | <p>Saturday, Sep 28th 6:19PM</p>  |
| <p>Intergrated delivery of theory and practical. Clincial supervision by qualified and trained teachers with at least 5 years industry experieence.</p>  | <p>Thursday, Sep 26th 9:15PM</p>  |
| <p>Its very different out in the big wide world so having confidence and support is really important.</p>  | <p>Thursday, Sep 26th 4:51PM</p>  |
| <p>Its very different out in the big wide world so having confidence and support is really important.</p>  | <p>Thursday, Sep 26th 4:51PM</p>  |
| <p>Time management regarding treatment times and ability to adapt to changing client needs.</p>  | <p>Wednesday, Sep 25th 4:47PM</p> |
| <p>Clear education and job pathways. Raise the profile of this as a specialist career.</p>   | <p>Thursday, Sep 19th 7:57PM</p>  |
| <p>client days need to be evident here. A certain amount of practical hours completed on clients before completing the qualification</p>   | <p>Wednesday, Sep 18th 8:39PM</p> |
| <p>Having mentors to those entering the industry for advise and feed back.</p>   | <p>Wednesday, Sep 11th 4:43PM</p> |
| <p>I believe that a basic knowledge of anatomy and physiology or sciences should help a student achieve and succeed in a beauty therapy programme; however, I would personally leave entry criteria to individual Tertiary Education Organisations instead of pairing it with the qualifications.</p>  | <p>Wednesday, Sep 11th 3:32PM</p> |
| <p>Thst they really need to be taught properly and know what they are doing and should have a time limit to do the practical exam in say in under 2 hours</p>  | <p>Monday, Sep 9th 8:11PM</p>     |
| <p>A love of the industry, a desire to constantly upskill and be open to change</p>  | <p>Monday, Sep 9th 5:06PM</p>     |
| <p>If we have to understand the Generation Y demographic then they should consider the Gen X and Baby Boomer traits.<br/><br/>I think DISC or other profiling would be useful in year one and again in year two so students can understand a little about the people they are dealing with would help with tutor / student interaction and learning skills</p> | <p>Monday, Sep 9th 3:05AM</p>     |
| <p>Those entering this industry must enjoy people. Be good listeners, and not talk too much esp about themselves. Cannot be moody.</p>   | <p>Sunday, Sep 8th 7:52PM</p>     |
| <p>really wanting to do the job, must enjoy helping others, putting their heart and sole into it.</p>  | <p>Sunday, Sep 8th 7:10PM</p>     |

# Nail technology Survey 2013

## Result Details

Question  
**12**

**Would you like to suggest anything that would support on-going professional development?**

Answers  
**32**  
46%

Skips  
**38**  
54%

|  |                                |
|--|--------------------------------|
| Regular refresher courses keeping up with today's standards, etc. ie annual conferences. Any technical changes ....  | Friday, Oct 25th<br>8:55PM     |
| Recognition of professional development completed - points system and record kept to ensure completed annually   | Friday, Oct 25th<br>6:54PM     |
| Re-train every 2 years to keep up with new techniques and products.  | Wednesday, Oct<br>23rd 5:45PM  |
| to regulate the industry so only those trained can purchase nail products  | Saturday, Oct 19th<br>2:43AM   |
| regulating the costs if training and upskilling- various educators charge enormous fees to train, yet the financial returns on having the training are minimal by comparison.  | Thursday, Oct<br>17th 6:05AM   |
| Up skilling classes  | Thursday, Oct<br>17th 3:50AM   |
| To go to product openings as they can be very informative & to take upskill classes with new, current & older products.<br>To subscribe to Nail magazine.  | Wednesday, Oct<br>16th 3:43PM  |
| Maybe updating with new products on the market with some further training.<br>Refresher courses.   | Wednesday, Oct<br>16th 1:13PM  |
| to include regular add on training like advanced nail art or spa specialist,   | Wednesday, Oct<br>16th 1:37AM  |
| Occasional catch ups/check in with Technicians over the first 6months from either the trainer or head of the company. See if technicians are enjoying what they have trained in and see if they want to up skill in any way i.e become an educator | Wednesday, Oct<br>16th 1:28AM  |
|  | Wednesday, Oct<br>16th 1:00AM  |
| Same as Beauty Therapist   | Wednesday, Oct<br>16th 12:57AM |
| Regular workshops are very important, so the tutor can point out any bad habits you may have formed before it's too late to change to the right way.   | Tuesday, Oct 15th<br>10:48PM   |
| tutor to follow up on techs just finishing   | Tuesday, Oct 15th<br>9:40PM    |
| regular updates about new technology or products and encourage sharing of knowledge and techniques.  | Tuesday, Oct 15th<br>8:55PM    |
| Yes, maybe once every 6 months to 1 year questionnaire or follow up surveys?   | Tuesday, Oct 15th<br>1:33PM    |

|  |                                       |
|--|---------------------------------------|
| one professional training to be completed every year   | <b>Tuesday, Oct 15th<br/>5:41AM</b>   |
| Bi annual review of their skills and OSH practices<br>Integration plan to educate nail techs who immigrate into NZ so they comply with NZ best practice  | <b>Saturday, Sep<br/>28th 6:19PM</b>  |
| association membership<br>advanced workshops<br>registration of practising technicians   | <b>Thursday, Sep<br/>26th 9:15PM</b>  |
| keeping up with new products etc   | <b>Thursday, Sep<br/>26th 4:51PM</b>  |
| keeping up with new products etc   | <b>Thursday, Sep<br/>26th 4:51PM</b>  |
| Further courses for higher qualifications. apprenticeships   | <b>Thursday, Sep<br/>26th 3:16PM</b>  |
| AS new products and services look at short courses to develop people professionally.   | <b>Thursday, Sep<br/>19th 7:57PM</b>  |
| keeping the connection and keep updated with new product launches  | <b>Wednesday, Sep<br/>18th 8:39PM</b> |
| continuous training up skills  | <b>Sunday, Sep 15th<br/>5:08PM</b>    |
| Having mentors to those in the industry for advise and feed back, on how they can improve and grow.  | <b>Wednesday, Sep<br/>11th 4:43PM</b> |
| Product houses usually deal with upskilling in areas like new techniques and new products. As nail technology usually sits at level 4 (equivalent) on quite a few country's qualifications frameworks, it provides an entry path into beauty therapy (usually level 5 equivalent). | <b>Wednesday, Sep<br/>11th 3:32PM</b> |
| Accessibilty to ongoing training that is relevant and cost friendly.   | <b>Monday, Sep 9th<br/>5:06PM</b>     |
| I believe we need a registered body that ensures we have to attend at least two approved post graduate courses each year to keep our registration.   | <b>Monday, Sep 9th<br/>3:05AM</b>     |
| Take responsibility for on going professional development.<br>Use ever opportunity offered to learn.   | <b>Sunday, Sep 8th<br/>7:28PM</b>     |
| training, all students need to be able to go from there course into salons knowing what is expected of them straight off with just a little guidance only, meaning able to use all kinds of waxes etc available, and able to do all treatments.                                    | <b>Sunday, Sep 8th<br/>7:10PM</b>     |
| Post Graduate courses<br>Workshops   | <b>Sunday, Sep 8th<br/>7:21PM</b>     |