

**NOVA SCOTIA**  
**OCCUPATIONAL STANDARD**  
**BLACK BEAUTY CULTURE HAIR**  
**INNOVATOR**

# FORWARD

This occupational standard was developed by a committee of industry experts in the field led by a facilitator from the Nova Scotia Apprenticeship Agency. It has the following objectives:

- to describe and group the tasks performed by skilled workers
- to identify which tasks are performed by skilled workers
- to develop instruments for use in the preparation of examinations and curricula for training leading to the certification of skilled workers
- to facilitate the mobility of apprentices and skilled workers in Canada; and,
- to supply employers, employees, associations, industries, training institutions and governments with analyses of occupations.

Any questions, comments, or suggestions for changes, corrections, or revisions to this standard or any of its related products may be forwarded to:

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# ACKNOWLEDGEMENTS

The Nova Scotia Apprenticeship Agency wishes to acknowledge the contributions of the following individuals and organizations, and all others who participated in the development of the original draft of the standard and provided expert advice throughout its development:

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Felicia Headley	Cosmetology Student
Jessica Lake	Instructor, Hair Design Centre
Natherine Willis	Instructor, Soul Clippers Ltd.
Pauline Patten	Hystyle Beauty Care
Pearl Ejelike	Ela Lani Hair
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# STRUCTURE OF THE OCCUPATIONAL STANDARD

To facilitate the understanding of the occupation, the work performed is divided into the following categories:

**Description of the trade:** an overview of the trade's duties

**Essential Skills Summary:** An overview of how each of the 9 essential skills is applied in this trade

**Industry Expected Performance:** description of the expectations regarding the level of performance of the tasks, including information related to specific codes, regulations and standards that must be observed

**Pie Chart Examination Weightings:** a graph which depicts the percentages of exam questions assigned to the major work activities

**Task Matrix:** a chart which outlines graphically the major work activities, tasks and sub-tasks of this standard

**Major Work Activity (MWA):** the largest division within the standard that is comprised of a distinct set of trade activities

**Task:** distinct actions that describe the activities within a major work activity

**Task Descriptor:** a general description of the task

**Sub-task:** distinct actions that describe the activities within a task

**Range of Variables:** elements that provide a more in-depth description of a term used in the performance criteria, evidence of attainment, learning outcomes, or learning objectives

# DESCRIPTION OF BLACK BEAUTY CULTURE HAIR INNOVATOR

“Black Beauty Culture Hair Innovator” is this trade’s official provincial occupational title approved by the Nova Scotia Apprenticeship Agency.

Black Beauty Culture Hair Innovator practices, acknowledge the historical significance and styling practices utilized within Nova Scotia Black communities. Natural hair care is typically associated with individuals of African descent; however, natural hair care activities are also practiced by individuals from diverse backgrounds, and in many cases are culturally significant, with practices being passed down over generations.

Black Beauty Culture Hair Innovators may work in salons that offer only natural hair care services or may provide a full range of hair and beauty services. The innovator specializes in chemical-free styling activities that include working with textured hair using techniques like curling (finger waves and pin curls), braiding (cornrows, single braids), locking, twisting, extending, weaving hair by hand or mechanical devices (clips, combs, crochet hooks, curling irons, hairpins, rollers, scissors, blunt-tipped needles, thread and hair binders).

In delivering natural hair care services, Black Beauty Culture Hair Innovators may use natural or synthetic hair extensions, natural or synthetic hair and fibres, decorative beads or other hair accessories. Innovators may also make wigs from natural hair, natural fibres, synthetic fibres or hair extensions.

Natural hair care may involve minor trimming / thermal styling of hair/extensions incidental to common braiding, weaving and extension techniques.

Black Beauty Culture Hair Innovators may use natural botanicals and herbal oils and other products, like shampoos and conditioners, gels, moisturizers, oils and pomades but do not use chemical dyes, reactive chemicals or chemical hair joining agents.

Although natural hair care is often understood as “African-style hair braiding,” the activities that fall under natural hair care are not limited to any particular cultural, ethnic, racial or religious form of hair styling, nor limited to any specific texture of hair.

Key attributes for this trade are manual dexterity and comprehension of historical significance of natural hair practices. Black Beauty Culture Hair Innovators demonstrate good communication, active listening, time management, and customer-service skills. They must have physical stamina as the delivery of service typically involves standing for long periods of time. Hygiene and sanitation practices are a priority due to the setting and delivery of service.

# ESSENTIAL SKILLS SUMMARY

Essential skills are needed for work, learning and life. They provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change.

Through extensive research, the Government of Canada and other national and international agencies have identified and validated nine essential skills. These skills are used in nearly every occupation and throughout daily life in different ways. The nine identified skills are:

- Reading
- Document Use
- Writing
- Oral Communication
- Numeracy
- Thinking
- Digital Technology
- Working with Others
- Continuous Learning

A series of CCDA-endorsed tools have been developed to support apprentices in their training and to be better prepared for a career in the trades. The tools can be used independently or with the assistance of a tradesperson, trainer, employer, teacher or mentor to:

- understand how essential skills are used in the trades;
- learn about individual essential skills strengths and areas for improvement; and
- improve essential skills and increase success in an apprenticeship program.

Tools are available online or for order at: [Skills for Success – Assessment and training tools - Canada.ca](https://www.skillsforsuccess.ca/)

The application of these skills may be described throughout this document within the competency statements which support each subtask of the trade. For a complete description of the nine essential skills for various trades, please visit: [Explore careers by essential skills - Job Bank](https://www.skillsforsuccess.ca/explore-careers-by-essential-skills)

# ROLES AND OPPORTUNITIES FOR SKILLED TRADES IN A SUSTAINABLE FUTURE

Climate change affects all of us. Trades play a large role in implementing solutions and adjusting to changes in the world.

Throughout this standard, there may be specific references to tasks, skills and knowledge that clearly show this trade's role in a more sustainable future. Each trade has different roles to play and contributions to make in their own way.

For example:

- Construction tradespeople need to consider the materials they are using, building methods and improvements to mechanical and electrical installations. There are important changes to codes and standards to help meet the climate change goals and commitments set for 2030 and 2050. Retrofits and new construction of low-energy buildings provide enormous opportunities for workers in this sector. Concepts, such as energy efficiency and regarding buildings as systems are foundational.
- Automotive and mechanical trades are seeing a shift towards the electrification of vehicles and equipment. As a result, new skills and knowledge will be required for tradespeople working in this sector. There are mandates for sales of new light-duty, zero-emission vehicles (ZEV) in Canada, with the goal of achieving 100% ZEV sales by 2035. Due to this mandate, the demand for these vehicles is growing quickly among consumers and fleets. With its escalating demand, the need for skilled workers to maintain and repair these vehicles is also increasing.
- In industrial and resource sectors, there is pressure to move towards increased electrification of industrial processes. Many industrial and commercial facilities are also being upgraded to improve energy efficiency in areas such as lighting systems, and new production processes and technologies. There are also opportunities in carbon capture, utilization and storage (CCUS), as well as the production and export of low-carbon hydrogen.
- Trades in the service sector may also need to be aware of responsible sourcing, as well as efficient use of products and materials. New ways of working better are always a part of the job.

There are fast-moving changes in guidelines, codes, regulations and specifications. Many are being implemented for the purpose of energy efficiency and climate change. Those that affect specific trades may be mentioned within the standard. Examples of these guidelines and legislation include:

- The National Energy Code of Canada for Buildings (NECB).



- The Canadian Net-Zero Emissions Accountability Act (CNZEAA).
- Programs that encourage sustainable building design and construction such as Leadership in Energy and Environmental Design (LEED) and the Zero Carbon Building (ZCB) standards.
- The Montreal Protocol for phasing out R22 refrigerants.
- Energy efficiency programs such as ENERGY STAR.
- Principles of the United Nations Declaration for the Rights of Indigenous Peoples pertaining to energy sector development.

Apprentices and tradespeople need to increase their climate literacy and reinforce their own understanding of energy issues and environmental practices. It is important for them to understand why these changes are happening and their effect on trades' work. While individual tradespeople and apprentices may not be able to choose certain elements like; use of electric vehicles and technologies, they must understand the impact of using these elements in their work. Impacts include using environmentally friendly products and following requirements related to the disposal and recycling of materials.

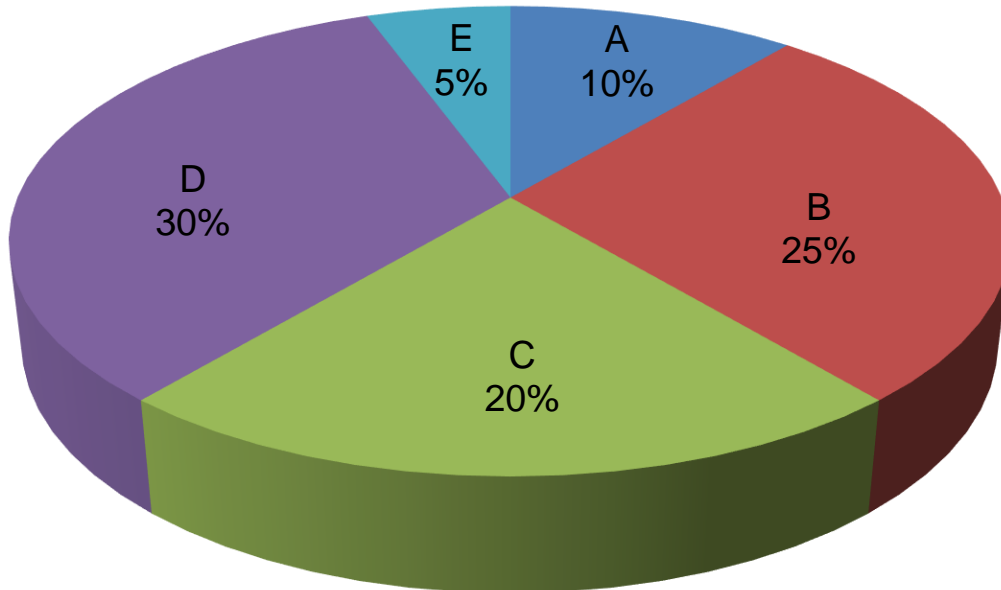
In apprenticeship, as well as in ongoing professional development, employers and instructors should encourage learning about these concepts, why they are important, how they are implemented and the overarching targets they are aiming to achieve.

All in all, it is about doing the work better and building a better world.

# **INDUSTRY-EXPECTED PERFORMANCE**

All tasks must be performed according to Nova Scotia regulations and standards. All health and safety standards must be respected and observed. Work should be done efficiently and to a high quality without material waste or environmental damage. All requirements of employers, consumers, clients and quality control policies must be met. At a journey person level of performance, all tasks must be done with minimal direction and supervision. As a journey person progresses in their career there is an expectation they continue to upgrade their skills and knowledge to maintain pace with industry and promote continuous learning in their trade through mentoring of apprentices.

# PIE CHART OF CERTIFICATION EXAM WEIGHTINGS



<b>MWA A</b>	Performs common occupational skills	20%
<b>MWA B</b>	Performs routine trade tasks	25%
<b>MWA C</b>	Styles and finishes hair	20%
<b>MWA D</b>	Performs specialized services	30%
<b>MWA E</b>	Performs salon operations	5%

This pie chart represents a breakdown of the Nova Scotia provincial certification examination. The task matrix on the following pages indicates the breakdown of tasks and sub-tasks within each major work activity. Provincial certification examinations typically have between 100 and 150 questions.

# BLACK BEAUTY CULTURE HAIR INNOVATOR

## TASK MATRIX

### A – Common occupational skills

**20%**

<b>Task A-1</b> <b>Performs safety-related and hygienic functions</b> <b>30%</b>	1.01 Cleans and disinfects tools and equipment	1.02 Sanitizes towels, capes and smocks	1.03 Maintains safe and hygienic work environment
<b>Task A-2</b> <b>Uses tools and equipment</b> <b>25%</b>	2.01 Uses styling and manual tools	2.02 Uses electric tools	2.03 Uses major equipment
<b>Task A-3</b> <b>Prepares for client services</b> <b>15%</b>	3.01 Consults with client	3.02 Plans client services	3.03 Drapes client
	3.04 Uses documentation to record client services		
<b>Task A-4</b> <b>Uses communication and mentoring techniques</b> <b>0%</b>	4.01 Uses communication techniques	4.02 Uses mentoring techniques	
<b>Task A-5</b> <b>Applies cultural and historical knowledge to BBCHI consultation</b> <b>30%</b>	5.01 Uses cultural knowledge to communicate with clients	5.02 Uses historical knowledge to communicate with clients	

## B – Performs hair and scalp care

25%

<b>Task B-6</b> Performs safety and hygiene-related functions <b>50%</b>	6.01 Analyzes hair and scalp health	6.02 Responds to adverse hair and scalp reactions	
<b>Task B-7</b> Shampoos and conditions hair and scalp <b>50%</b>	7.01 Prepares client's hair for shampooing	7.02 Controls flow and temperature of water	7.03 Manipulates hair and scalp using shampoo and conditioner
	7.04 Performs hair and scalp treatment		

## C – Styles and finishes hair

20%

<b>Task C-8</b> Prepares and styles wet hair <b>40%</b>	8.01 Detangles wet hair	8.02 Uses styling aids for wet hair	8.03 Places hair using freestyle techniques
	8.04 Styles hair using finger curls and pin curls	8.05 Finishes style for wet hair	

<b>Task C-9</b> <b>Styles and finishes dry hair</b> <b>60%</b>	9.01 Detangles dry hair	9.02 Uses styling aids for dry hair	9.03 Styles hair using thermal tools and equipment
	9.04 Styles updos	9.05 Finishes style for dry hair	

## D – Performs specialized services

**30%**

<b>Task D-10</b> <b>Braids hair</b> <b>35%</b>	10.01 Divides, parts and sections hair	10.02 Braids hair	
<b>Task D-11</b> <b>Performs extensions, wigs and hairpiece services</b> <b>30%</b>	11.01 Selects and customizes hair extensions, wigs and hairpieces	11.02 Maintains hair extensions, wigs and hairpieces	
<b>Task D-12</b> <b>Performs and maintains locks and twists</b> <b>25%</b>	12.01 Sections hair for locking	12.02 Braids or twists hair for locking	12.03 Maintains, prunes and grooms locks
<b>Task D-13</b> <b>Removes braids, extensions, locks and twists</b> <b>10%</b>	13.01 Opens braids, extensions, locks and twists and combs out	13.02 Treats and removes debris	

## E – Performs salon operations

5%

<b>Task E-14</b> <b>Performs front desk responsibilities</b> <b>40%</b>	14.01 Performs communication duties	14.02 Schedules appointments	14.03 Interacts with clients
	14.04 Completes financial transactions	14.05 Maintains inventory	14.06 Prices retail products
	14.07 Maintains retail displays		
<b>Task E-15</b> <b>Establishes business fundamentals</b> <b>60%</b>	15.01 Develops business plan	15.02 Presents professionalism	15.03 Markets products and services

# MAJOR WORK ACTIVITY A

## Performs Common Occupational Skills

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### TASK A-1 Performs safety-related and hygienic functions

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#### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators clean, sanitize and disinfect tools and equipment to avoid cross-contamination.

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#### **A-1.01** Cleans and disinfects tools and equipment

##### Performance Criteria

A-1.01.01P	cleans tools and equipment
A-1.01.02P	select appropriate <b>method</b> of disinfection
A-1.01.03P	disinfects tools and equipment
A-1.01.04P	replace disinfecting solution
A-1.01.05P	store sanitizing and disinfecting solutions

#### RANGE OF VARIABLES

**methods** include: spraying disinfectant, wiping, soaking tools in disinfectant solution

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#### **A-1.02** Sanitizes towels, capes and smocks

##### Performance Criteria

A-1.02.01P	operate washing and drying machine
A-1.02.02P	select detergent for towels, capes and smocks
A-1.02.03P	wash towels, capes and smocks
A-1.02.04P	inspect towels, capes and smocks for stains and wear

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#### **A-3.03** Maintains safe and hygienic work environment

##### Performance Criteria

A-1.03.01P	clean work area in accordance to health and safety rules and regulations and <b>infection control</b>
A-1.03.02P	ensure all areas for clients and employees are safe and removed or controlled of <b>hazards</b> to prevent injury or accidents
A-1.03.03P	use <b>personal protective equipment (PPE)</b> to protect self and client
A-1.03.04P	use <b>safety equipment</b> according to manufacturers' specifications and directions



### Performance Criteria

A-1.03.05P	perform basic first aid according to salon policies and procedures
A-1.03.06P	store <b>salon supplies</b> to maintain safety and cleanliness
A-1.03.07P	maintain personal hygiene

### RANGE OF VARIABLES

**infection control** includes: washing hands, cleaning work station, keeping garbage bins covered, keeping towel bins covered

**hazards** include: slipping, tripping, electrical shock, blood spills, communicable diseases

**personal protective equipment (PPE)** includes: gloves, smocks, masks, safety glasses

**safety equipment** includes: fire extinguishers, first aid kits, eyewash station

**salon supplies** include: cleaning products, styling products, hair extension/wig materials

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## TASK A-2 Uses tools and equipment

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### TASK DESCRIPTOR

Natural hair care practitioners use tools and equipment to perform client services. They maintain their tools and equipment to maximize their longevity, performance and safety.

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#### **A-2.01** Uses styling and manual tools

### Performance Criteria

A-2.01.01P	clean, sanitize/disinfect <b>styling tools</b> and <b>manual tools</b>
A-2.01.02P	removes debris from <b>styling tools</b>
A-2.01.03P	organize and store tools
A-2.01.04P	select tools according to job task

### RANGE OF VARIABLES

**styling tools** include: combs, picks, brushes, clips, rollers, curved needle, straight needle, crochet hook

**manual tools** include: non-metallic bowls, hair pliers

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#### **A-2.02** Uses electric tools

### Performance Criteria

A-2.02.01P	select <b>electric tools</b> according to job task
A-2.02.02P	remove build-up from surface of <b>electric tools</b>
A-2.02.03P	remove debris from filter in hair dryers
A-2.02.04P	inspect, organize and store <b>electric tools</b>
A-2.02.05P	organize and store <b>electric tools</b>

## RANGE OF VARIABLES

**electric tools** include: thermal tools (curling irons, flat irons), hair dryers, diffuser (see Appendix A)

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### A-2.03 Uses major equipment

#### Performance Criteria

- |            |   |
|------------|---|
| A-2.03.01P | select <b>major equipment</b> according to job task   |
| A-2.03.02P | inspect <b>major equipment</b> for breakage and malfunctions and arrange for repairs and replacements |
| A-2.03.03P | adjust <b>major equipment</b>   |
| A-2.03.04P | maintain <b>major equipment</b>   |

## RANGE OF VARIABLES

**major equipment** includes: electric/hydraulic chairs, sinks, overhead hood dryers, stationary hood dryers, steamer, trolleys (see Appendix A)

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## TASK A-3 Prepares for client services

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### TASK DESCRIPTOR

To ensure efficient delivery of services, Black Beauty Culture Hair Innovators will engage clients in a thorough consultation and refer to salon documentation.

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### A-3.01 Consults with client

#### Performance Criteria

- |            |  |
|------------|--|
| A-3.01.01P | obtain <b>client information</b>   |
| A-3.01.02P | determine client needs   |
| A-3.01.03P | identify <b>client features</b>  |
| A-3.01.04P | inform client of estimated time, cost and maintenance required for desired <b>services</b> |
| A-3.01.05P | confirm <b>services</b> with client  |

## RANGE OF VARIABLES

**client information** includes: style desires, allergies, sensitivities, medical conditions, hair history, personal information

**client features** includes: hair type, profile, facial shape, growth patterns

**services** include: styling, scalp treatments, shampoo, wig/extension/hair piece services

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## **A-3.02** Plans client services

### **Performance Criteria**

A-3.02.01P	assess time required for <b>services</b>
A-3.02.02P	organize schedule and manage time effectively
A-3.02.03P	select and organize products, supplies, tools and equipment

### **RANGE OF VARIABLES**

**services** include: styling, scalp treatments, shampoo, wig/extension/hair piece services

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## **A-3.03** Drapes client

### **Performance Criteria**

A-3.03.01P	select <b>cape</b>
A-3.03.02P	drape <b>cape</b> on client
A-3.03.03P	secure <b>cape</b>
A-3.03.04P	use towel with <b>cape</b> when shampooing

### **RANGE OF VARIABLES**

**cap**es include: waterproof, nylon

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## **A-3.04** Uses documentation to record client services

### **Performance Criteria**

A-3.04.01P	record and store <b>client information</b>
A-3.04.02P	consult <b>salon documents</b>
A-3.04.03P	organize information and documents
A-3.04.04P	update <b>client information</b>

### **RANGE OF VARIABLES**

**client information** includes: style desires, allergies, sensitivities, medical conditions, hair history, personal information

**salon documents** include: client scheduling system, manufacturers' specifications and directions, waivers, client records, receipts, consultation questionnaire, price lists, brochures

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## TASK A-4 Uses communication and mentoring techniques

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### TASK DESCRIPTOR

Learning in the trades is done primarily in the workplace with tradespeople passing on their skills and knowledge to apprentices, as well as sharing knowledge among themselves. Apprenticeship is, and always has been about mentoring – learning workplace skills and passing them on. Black Beauty Culture Hair Innovators use communication and mentoring techniques to improve the quality and level of service delivery to guests and effective working relationships with colleagues and industry.

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#### **A-4.01** Uses communication techniques

##### Performance Criteria

A-4.01.01P	receive and respond to feedback on skills and service delivery
A-4.01.02P	explain and provide feedback on services learned or practiced
A-4.01.03P	demonstrate effective communication practices with individuals or in a group
A-4.01.04P	listen using <b>active listening</b> practices
A-4.01.05P	use questioning to improve communication
A-4.01.06P	receive and respond proactively to feedback on work

### RANGE OF VARIABLES

**active listening** include: hearing, interpreting, reflecting, responding, paraphrasing, questioning

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#### **A-4.02** Uses mentoring techniques

##### Performance Criteria

A-4.02.01P	demonstrate <b>empathic interactions</b>
A-4.02.02P	participate in <b>active listening</b> and effective communication during consultation process
A-4.02.03P	support apprentices or learners in pursuing learning opportunities
A-4.02.04P	provide learning opportunities for apprentices or learners to develop and practice skills in a safe and supportive environment
A-4.02.05P	give supportive and corrective feedback
A-4.02.06P	demonstrate trustworthiness and relationship building among peers and clients
A-4.02.07P	demonstrate effective verbal and non-verbal communication with <b>people in the workplace</b>

### RANGE OF VARIABLES

**empathic interactions** include: the action of understanding, being aware, being sensitive to the feelings, thoughts and experiences of others

**active listening** include: hearing, interpreting, reflecting, responding, paraphrasing, questioning

**people in the workplace** include: other tradespeople, colleagues, apprentices, supervisors, clients, authorities having jurisdiction (AHJ)

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## TASK A-5 Applies cultural and historical knowledge to the BBCHI consultation

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### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators must be able to apply cultural and historical knowledge to the consultation process with clients while discussing, preparing and documenting services. This knowledge and understanding allows the practitioner to utilize techniques in natural hair care that have evolved throughout history and their influence within society.

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#### **A-5.01** Uses cultural knowledge to communicate with clients

##### Performance Criteria

- |            |  |
|------------|--|
| A-5.01.01P | apply knowledge and understanding of the cultural significance of <b>Black beauty culture</b> in the daily lives of African Nova Scotians and other Black communities during client consultation |
| A-5.01.02P | inform client of the significance of <b>natural hair styles</b> in current day culture   |
| A-5.01.03P | perform <b>effective communication</b> to enhance understanding of BBCHI culture   |

### RANGE OF VARIABLES

**Black beauty culture** includes : the complexities of both African and Afro-dasporic cultures throughout history and current day in relation to their beauty practices and self-preservation  
**natural hair styles** include : braids, twists, locks, knots, protective hairstyles, non-chemical hair straightening, updos

**effective communication** includes: positive and respectful language, patience, sharing of information, empathic listening

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#### **A-5.02** Uses historical knowledge to communicate with clients

##### Performance Criteria

- |            |  |
|------------|--|
| A-5.02.01P | identify <b>historical figures</b> within Nova Scotia and their contribution to BBCHI          |
| A-5.02.02P | explain the origins of <b>natural hair care</b> and the historical context                     |
| A-5.02.03P | integrate the relevance of BBCHI history into the consultation, design and delivery of service |

## **RANGE OF VARIABLES**

***historical figures*** include: Viola Desmond, Verna Constance Skinner, Lillian Patterson, Lena Halfkenney Lucas, Natherine Willis, Cramer Downey, Barbara Bowen

***natural hair care*** includes : non-chemical treatments and agents, no hair cutting, natural hair styles including braids, twists, locks, knots, protective hairstyles, updos, wigs and extensions

# MAJOR WORK ACTIVITY B

## Performs hair and scalp care

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### TASK B-6 Analyzes and responds to hair and scalp conditions

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#### TASK DESCRIPTOR

Hair and scalp care allow the Black Beauty Culture Hair Innovator to perform current and future services and make product recommendations to ensure the maintenance of the client's hair. Hair and scalp analysis enable the practitioner to make informed decisions promoting optimum health and condition of both hair and scalp.

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#### **B-6.01** Analyzes hair and scalp health

##### Performance Criteria

B-6.01.01P	determine <i>hair characteristics</i>
B-6.01.02P	identify <i>scalp disorders and conditions</i>
B-6.01.03P	identify <i>hair disorders and conditions</i>

#### RANGE OF VARIABLES

*hair characteristics* include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

*scalp disorders and conditions* include: head lice (pediculosis capitis), ringworm, cradle cap, hypopigmentation, hyperpigmentation, psoriasis, alopecia, dandruff, dry scalp, oily scalp, abrasions, eczema

*hair disorders and conditions* include: lice nits, dryness, split ends, breakage, chemical damage, fragile hair, compromised hair, beaded hair, knotted hair, hypopigmentation, hyperpigmentation

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#### **B-6.02** Responds to adverse hair and scalp reactions

##### Performance Criteria

B-6.02.01P	monitor hair and scalp visually during and after services for <i>scalp irritation and hair damage</i>
B-6.02.02P	remove tools and materials from hair
B-6.02.03P	select and use appropriate hair and scalp treatment
B-6.02.04P	rinse products from hair and scalp
B-6.02.05P	advise client on appropriate homecare and advise appropriate professional follow-up if required

## RANGE OF VARIABLES

*scalp irritation and hair damage* include: dryness, redness, burning, sores, blisters, hives, scalp abrasions, inflammation, swelling, breakage

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## TASK B-7 Shampoos and conditions hair and scalp

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### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators shampoo and condition hair and scalp to cleanse, treat and prepare hair and scalp for styling services.

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#### **B-7.01** Prepares client's hair for shampooing

##### Performance Criteria

- |            |  |
|------------|--|
| B-7.01.01P | inspect hair and remove all <i>hair enhancements</i>   |
| B-7.01.02P | select and use appropriate <i>detangling tools</i> and techniques based on <i>hair characteristics</i> |
| B-7.01.03P | remove tangles and debris form hair  |
| B-7.01.04P | regulate water pressure and temperature  |

## RANGE OF VARIABLES

*hair enhancements* include: hair extensions, wefts, wiglets, feathers, beads, gems, clips

*detangling tools* include: brushes, combs, picks, conditioning agents

*hair characteristics* include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

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#### **B-7.02** Controls flow and temperature of water

##### Performance Criteria

- |            |   |
|------------|---|
| B-7.02.01P | test and adjust flow and temperature of water |
| B-7.02.02P | control direction of water                    |
| B-7.02.03P | protect client's face from excess water       |

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#### **B-7.03** Manipulates hair and scalp using shampoo and conditioner

##### Performance Criteria

- |            |   |
|------------|---|
| B-7.03.01P | select shampoo and conditioner according to client's scalp, <i>hair characteristics</i> and service being performed |
| B-7.03.02P | apply shampoo to scalp and hair   |
| B-7.03.03P | massage scalp   |



### Performance Criteria

B-7.03.04P	rinse product effectively from hair
B-7.03.05P	apply conditioner to hair and <b>manipulate</b> throughout hair
B-7.03.06P	rinse product effectively from hair
B-7.03.07P	towel blot hair to remove excess moisture
B-7.03.08P	wrap and secure wet hair in towel

### RANGE OF VARIABLES

**hair characteristics** include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

**manipulate** include: manual distribution, comb, scalp massage

---

## **B-7.04** Performs hair and scalp treatment

### Performance Criteria

B-7.04.01P	determine hair or scalp treatment required
B-7.04.02P	apply hair and scalp treatments according to manufacturers' recommendation and directions
B-7.04.03P	customize <b>natural hair treatments</b> according to client's specific hair and scalp needs
B-7.04.04P	<b>manipulate</b> and massage scalp
B-7.04.05P	apply heat or steam when required
B-7.04.06P	rinse hair with water if applicable

### RANGE OF VARIABLES

**natural hair treatments** include: herbal or organic shampoos, castile or black soap, herbal infusions, essential oils, vegetable oils, apple cider vinegar, mayonnaise

**manipulate** include: manual distribution, comb, scalp massage

# MAJOR WORK ACTIVITY C

## Styles and finishes hair

---

### TASK C-8 Prepares and styles wet hair

---

#### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators mould and manipulate wet hair using styling products, tools and equipment to create direction, design and texture.

---

#### **C-8.01** Detangles wet hair

##### Performance Criteria

- |            |  |
|------------|--|
| C-8.01.01P | remove excess moisture from hair                                 |
| C-8.01.02P | select <i>detangling aids</i>                                    |
| C-8.01.03P | section hair allowing for ease and control of detangling process |
| C-8.01.04P | comb hair smooth   |

#### RANGE OF VARIABLES

*detangling aids* include: combs, brushes, picks, detangling solutions, steam

---

#### **C-8.02** Uses styling aids for wet hair

##### Performance Criteria

- |            |                                |
|------------|--------------------------------|
| C-8.02.01P | select <i>styling aids</i>     |
| C-8.02.02P | distribute <i>styling aids</i> |

#### RANGE OF VARIABLES

*styling aids* include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

---

#### **C-8.03** Places hair using freestyle techniques

##### Performance Criteria

- |            |   |
|------------|---|
| C-8.03.01P | arrange hair using fingers and palms  |
| C-8.03.02P | directs hair with hands   |
| C-8.03.03P | creates hair styling design based on the <i>elements and principles of design</i> |
| C-8.03.04P | choose set pattern and hair placement   |
| C-8.03.05P | secure set  |

## RANGE OF VARIABLES

*elements and principles of design* include: shape, form, movement, balance, rhythm, symmetry, line, colour, emphasis, proportion

### C-8.04

#### Styles hair using finger waves and pin curls

##### Performance Criteria

C-8.04.01P	choose set pattern and curl <i>placement</i>
C-8.04.02P	combs hair smooth
C-8.04.03P	use fingers and comb to connect shaping and ridges
C-8.04.04P	select pin <i>curl type</i>
C-8.04.05P	secure set using <i>fasteners</i>
C-8.04.06P	place client under hood dryer and check hair for dryness
C-8.04.07P	remove <i>fasteners</i>

## RANGE OF VARIABLES

*placements* include: on-base, off-base, half-off base, under-directed, over-directed

*curl type* includes: cascade, barrel, stand up, sculpted, open-ended, closed-ended, full stem, half stem, no stem

*fasteners* include: clips, picks, clamps

### C-8.05

#### Finishes style for wet hair

##### Performance Criteria

C-8.05.01P	loosen curls and waves with fingers or tools
C-8.05.02P	smooth hair
C-8.05.03P	use <i>styling aids</i> to style hair

## RANGE OF VARIABLES

*styling aids* include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

---

## TASK C-9 Styles and finishes dry hair

---

### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators create a finished look on dry hair by manipulating the volume, balance and shape of hair. Thermal tools are used to alter texture and shape, and styling and finishing aids are applied to protect and support the finished look.

---

**C-9.01****Detangles dry hair****Performance Criteria**

C-9.01.01P	select <b>detangling aids</b>
C-9.01.02P	section hair allowing for ease and control of detangling process
C-9.01.03P	comb hair smooth

**RANGE OF VARIABLES**

**detangling aids** include: combs, brushes, picks, detangling solutions

---

**C-9.02****Uses styling aids for dry hair****Performance Criteria**

C-9.02.01P	apply <b>styling aids</b>
C-9.02.02P	section hair using <b>styling tools</b>
C-9.02.03P	style hair
C-9.02.04P	Finish style using <b>finishing aids</b> and <b>ornamentation</b> based on desired results

**RANGE OF VARIABLES**

**styling aids** include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

**styling tools** include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

**finishing aids** include: hold sprays, colours sprays, sparkle sprays

**ornamentation** includes: feathers, headbands, clips, beads, barrettes, beads, gems, wefts, extensions, bobby pins, hair pins

---

**C-9.03****Styles hair using thermal tools****Performance Criteria**

C-9.03.01P	select <b>styling tools</b>
C-9.03.02P	select <b>thermal tools</b>
C-9.03.03P	determine heat setting for <b>thermal tools</b>
C-9.03.04P	apply leave-in conditioner or thermal spray
C-9.03.05P	comb section smooth
C-9.03.06P	use desired pressure and tension for the <b>thermal tools</b> selected
C-9.03.07P	direct hair through or on the thermal tool
C-9.03.08P	remove <b>thermal tools</b> without disturbing the base

## RANGE OF VARIABLES

**thermal tools** include: flat irons, straightening combs, texture irons, curling irons, curling wands, hot rollers, steam rollers

**styling tools** include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

---

### C-9.04 Styles updos

#### Performance Criteria

C-9.04.01P	plan and prepare hair for updo
C-9.04.02P	create foundation and support
C-9.04.03P	distribute hair in direction of design
C-9.04.04P	secure design using pins or a sew-in-method
C-9.04.05P	add <b>ornamentation</b>

## RANGE OF VARIABLES

**ornamentation** includes: feathers, headbands, clips, beads, barrettes, beads, gems, wefts, extensions, bobby pins, hair pins

---

### C-9.05 Finishes style for dry hair

#### Performance Criteria

C-9.05.01P	loosen curls or waves with fingers or <b>styling tools</b>
C-9.05.02P	smooth hair using <b>styling tools</b> and <b>styling aides</b>
C-9.05.03P	finish style using <b>finishing aids</b> and <b>ornamentation</b>

## RANGE OF VARIABLES

**styling tools** include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

**styling aides** include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

**finishing aids** include: hold sprays, colours sprays, sparkle sprays

**ornamentation** includes: feathers, headbands, clips, beads, barrettes, beads, gems, wefts, extensions, bobby pins, hair pins

# MAJOR WORK ACTIVITY D

## Performs Specialized Services

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### TASK D-10 Braid hair

---

#### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators may provide braiding services on natural hair based on the client's needs and preferences. Braids may offer protection from scalp damage and hair breakage and encourage healthy hair growth. Braids are a convenient way to keep up with ever-changing styles and trends and offer protection from environment factors.

---

#### **D-10.01** Divides, parts and sections hair

##### Performance Criteria

- |             |   |
|-------------|---|
| D-10.01.01P | determine braiding design and method based on client's needs, preferences and <i>hair characteristics</i> |
| D-10.01.02P | apply appropriate <i>styling aides</i> to prepare hair for braiding                                       |
| D-10.01.03P | divide and section hair using <i>styling tools</i>  |

#### RANGE OF VARIABLES

*hair characteristics* include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

*styling aides* include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

*styling tools* include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

---

#### **D-10.02** Braids hair

##### Performance Criteria

- |             |   |
|-------------|---|
| D-10.02.01P | use hands and/or manual tools for braiding                        |
| D-10.02.02P | maintain appropriate tension based on <i>hair characteristics</i> |
| D-10.02.03P | inspect braids throughout procedure                               |
| D-10.02.04P | apply appropriate <i>styling aides</i> on finished hair           |

#### RANGE OF VARIABLES

*hair characteristics* include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

*styling aides* include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

---

## TASK D-11 Performs hair extensions, wigs and hairpiece services

---

### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators may provide services for hair extensions, wigs and hairpieces. These services include selecting, customizing and maintaining hair extensions, wigs or hairpieces for the client's needs and preferences. Hair extensions, wigs and hairpieces offer an innovative and creative way to keep up with ever-changing styles and trends and for expressing one's personal and cultural identity.

---

#### **D-11.01** Selects and customizes hair extensions, wigs and hairpieces

##### Performance Criteria

D-11.01.01P	determine <b><i>extensions, wig or hairpiece</i></b> based on client need and preference
D-11.01.02P	match extensions, wig or hairpiece to existing <b><i>hair characteristics</i></b>
D-11.01.03P	match extensions, wig or hairpiece to complement skin tone and personal style
D-11.01.04P	complete <b><i>head measurements</i></b> for wig or hairpiece building and fitting
D-11.01.05P	build wig
D-11.01.06P	determine <b><i>application techniques</i></b>
D-11.01.07P	place extensions, wig or hairpiece
D-11.01.08P	apply <b><i>fasteners</i></b>
D-11.01.09P	create finished look using <b><i>styling techniques and procedures</i></b>

### RANGE OF VARIABLES

***extensions, wig or hairpiece*** include: synthetic, human and animal hair, handmade, machine made, wool

***hair characteristics*** include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

***head measurements*** include: hairline-to-nape, ear-to-ear, temple-to-temple, circumference

***application techniques*** include: bonding, clipping, sewing, weaving, fusion, taping, gluing

***fasteners*** include: tape, clips, adhesives, bobby pins, wig combs

***styling techniques and procedures*** include: securing addition to remain stationary during procedure, combing techniques, sectioning techniques, blending techniques, final fitting or finishing

---

#### **D-11.02** Maintains hair extensions, wigs and hairpieces

##### Performance Criteria

D-11.02.01P	select removal method according to type of <b><i>extensions, wig and hairpiece</i></b>
D-11.02.02P	complete removal
D-11.02.03P	clean extension, wig or hairpiece
D-11.02.04P	reposition and reattach extensions, wig or hairpiece
D-11.02.05P	discuss maintenance procedures with client

## RANGE OF VARIABLES

**extensions, wig or hairpiece** include: synthetic, human and animal hair, handmade, machine made, wool

---

## TASK D-12 Performs and maintains locks and twists

---

### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators may provide services for locking or twisting the hair based on the client's needs and preferences. These techniques offer creative ways for a client to express one's personal and cultural identity.

---

#### **D-12.01** Sections hair for locking

##### Performance Criteria

- |             |  |
|-------------|--|
| D-12.01.01P | determine lock and/or twist design and method based on client's needs, preferences and <b>hair characteristics</b> |
| D-12.01.02P | apply appropriate <b>styling aides</b> to prepare hair for locking and/or twists                                   |
| D-12.01.03P | divide and section hair using <b>styling tools</b>   |

## RANGE OF VARIABLES

**hair characteristics** include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

**styling aides** include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

**styling tools** include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

---

#### **D-12.02** Braids or twists hair for locking

##### Performance Criteria

- |             |   |
|-------------|---|
| D-12.02.01P | use hands and/or <b>styling tools</b> for braiding, twists, locking |
| D-12.02.02P | maintain appropriate tension based on <b>hair characteristics</b>   |
| D-12.02.03P | inspect braids, twists, locking throughout procedure                |

## RANGE OF VARIABLES

**hair characteristics** include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

**styling tools** include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook



---

**D-12.03** Maintains, prunes and grooms locks**Performance Criteria**

D-12.03.01P	apply oil to scalp and length of lock to seal in moisture
D-12.03.02P	section lock using <i>styling tools</i>
D-12.03.03P	apply <i>styling aids</i> to new growth base, building lock base
D-12.03.04P	use hands and/or <i>styling tools</i> to reset lock
D-12.03.05P	use scissors to prune and trim ends
D-12.03.06P	discuss maintenance procedures with client

**RANGE OF VARIABLES**

*styling tools* include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

*styling aids* include: hydrating curl cream, leave-in conditioners, serums, gel, thermal protectors, setting lotions, setting spray

---

**TASK D-13 Removes braids, extensions, locks and twists**

---

**TASK DESCRIPTOR**

Black Beauty Culture Hair Innovators may perform the removing of braids, extensions, locks or twists requiring skill and practice. It is an important service that must be done properly to avoid client discomfort and hair damage.

---

**D-13.01** Opens braids, extensions, locks and twists**Performance Criteria**

D-13.01.01P	apply detangling solution
D-13.01.02P	section hair using <i>styling tools</i>
D-13.01.03P	use scissors to trim the finished or extended ends
D-13.01.04P	use <i>styling tools</i> to gently comb out the braid, lock or twist

**RANGE OF VARIABLES**

*styling tools* include: combs, clips, rollers, brushes, picks, curved needle, straight needle, crochet hook

---

**D-13.02****Treats and removes debris****Performance Criteria**

D-13.02.01P	examine scalp and hair for breakage, bald spots, sores, flaking and general <b><i>hair characteristics</i></b>
D-13.02.02P	apply shampoo to hands, emulsify into lather and apply to scalp
D-13.02.03P	massage scalp
D-13.02.04P	rinse product effectively from hair
D-13.02.05P	repeat shampoo process up to four applications
D-13.02.06P	towel blot hair to remove excess moisture
D-13.02.07P	apply treatment rinse and conditioning

**RANGE OF VARIABLES**

***hair characteristics*** include: density, porosity, texture, wave pattern, growth pattern, elasticity, stages of hair growth

# MAJOR WORK ACTIVITY E

## Performs Salon Operations

---

### TASK E-14 Performs front desk responsibilities

---

#### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators must have the skills and knowledge to carry out the daily operations of the salon.

---

#### **E-14.01** Performs communication duties

##### Performance Criteria

E-14.01.01P	answer <b>communication</b> in a professional manner
E-14.01.02P	determine nature of <b>communication</b>
E-14.01.03P	respond to communicator's requests
E-14.01.04P	relay messages in a timely manner
E-14.01.05P	follow-up <b>communication</b>
E-14.01.06P	close <b>communication</b> in a professional manner

#### RANGE OF VARIABLES

**communication** includes: telephone, email, text messages, online messaging, verbal

---

#### **E-14.02** Schedules appointments

##### Performance Criteria

E-14.02.01P	collect <b>information</b> on services requested
E-14.02.02P	determine time required for appointment
E-14.02.03P	provide <b>information</b> to client
E-14.02.04P	record client's <b>information</b> in appointment booking system
E-14.02.05P	confirm appointment

#### RANGE OF VARIABLES

**information** includes: client name and contact information, date, time, length of appointment, prices, additional salon services, promotions

---

## **E-14.03** Interacts with clients

### **Performance Criteria**

E-14.03.01P	greet client
E-14.03.02P	demonstrate effective interpersonal and communication skills
E-14.03.03P	perform <i>reflective listening</i>
E-14.03.04P	address client concerns

### **RANGE OF VARIABLES**

*reflective listening* includes: listening and responding to client comments and enquiries

---

## **E-14.04** Completes financial transactions

### **Performance Criteria**

E-14.04.01P	perform calculations for <i>costs</i>
E-14.04.02P	determine <i>method of payment</i>
E-14.04.03P	operate <i>point-of-sale equipment</i>
E-14.04.04P	perform transactions

### **RANGE OF VARIABLES**

*costs* include: services, retail, taxes, discounts, miscellaneous fees

*methods of payment* include: gift cards, online payments, cash, credit, debit

*point-of-sale equipment* includes: cash register, debit machine, computer, online payments, calculator

---

## **E-14.05** Maintains inventory

### **Performance Criteria**

E-14.05.01P	count inventory
E-14.05.02P	maintain stock levels
E-14.05.03P	create product order
E-14.05.04P	check stock against invoice
E-14.05.05P	manage retail sales

---

## **E-14.06** Prices retail products

### **Performance Criteria**

E-14.06.01P	calculate markups and markdowns
E-14.06.02P	operate <i>pricing equipment</i>

## RANGE OF VARIABLES

**pricing equipment** includes: price gun, scanners, manual pricing

---

### **E-14.07** Maintains retail displays

#### Performance Criteria

E-14.07.01P	clean retail products and displays
E-14.07.02P	display retail products

---

## TASK E-15 Establishes business fundamentals

---

### TASK DESCRIPTOR

Black Beauty Culture Hair Innovators need to have the skills and knowledge to create and execute a business plan and perform the daily business operations. They must understand the importance of demonstrating integrity and professionalism while promoting and marketing their business, delivering services and retailing products to clients while satisfying the needs and expectations of the client.

---

### **E-15.01** Develops business plan

#### Performance Criteria

E-15.01.01P	research types of <b>business ownership models</b>
E-15.01.02P	conduct market research
E-15.01.03P	develop <b>business identity and brand</b>
E-15.01.04P	determine jurisdictional regulations
E-15.01.05P	conduct financial assessment
E-15.01.06P	comply with government business regulations
E-15.01.07P	design <b>floor plan</b>
E-15.01.08P	determine <b>insurance needs</b>
E-15.01.09P	determine staffing requirements
E-15.01.10P	determine <b>equipment</b> and supplies needed
E-15.01.11P	develop salon policies and procedures

## RANGE OF VARIABLES

**business ownership models** include: sole proprietorship, partnership, corporation, franchise, booth or chair rental

**business identity and brand** includes: decor, signage, website, business cards, branding, business logo, marketing plan

**floor plan** includes: utilities, equipment, accessibility requirements

**insurance needs** include: building, liability, theft, personal

**equipment** includes: chair, shampoo sinks, tools (see Appendix A), digital equipment

---

**E-15.02** Presents professionalism**Performance Criteria**

E-15.02.01P	maintain professional image on <b>social platforms</b> related to industry
E-15.02.02P	demonstrate <b>professional workplace behaviours</b>
E-15.02.03P	stay current with new trends and techniques
E-15.02.04P	attend trade shows and <b>educational events</b>
E-15.02.05P	identify networking opportunities

**RANGE OF VARIABLES**

**social platforms** include: face-to-face, social media

**professional workplace behaviours** include: accountability, reliability, punctuality, confidentiality, honesty, empathy

**educational events** include: seminars, workshops, conferences, business planning workshops, in-salon training

---

**E-15.03** Markets products and services**Performance Criteria**

E-15.03.01P	set retail and service sales goals
E-15.03.02P	create marketing visual focal point
E-15.03.03P	explain features and benefits of professional products to clients
E-15.03.04P	recommend and market products to clients for home use
E-15.03.05P	market <b>add-on services</b>
E-15.03.06P	evaluate personal service and retail sales
E-15.03.07P	market and promote services and retail products
E-15.03.08P	participate in events to promote services
E-15.03.09P	pre-book services

**RANGE OF VARIABLES**

**add-on services** include: hair treatments, specialty services

# APPENDIX A ACRONYMS

<b>AHJ</b>	authorities having jurisdiction
<b>OH&amp;S</b>	Occupational Health and Safety
<b>PIPEDA</b>	personal information protection and electronic documents act
<b>PPE</b>	personal protective equipment
<b>SDS</b>	safety data sheets
<b>WHMIS</b>	Workplace Hazardous Materials Information System

# APPENDIX B TOOLS AND EQUIPMENT

## **Natural Hair Care Single-Use Tools and Accessories**

Adhesives, bobby pins, cotton, disinfectant wipes, disposable gloves, disposable towels, hair elastics, hair pins, high-gauge thread, protective wrap

## **Styling and Manual Tools**

Brushes (flat, round), clips and clamps, combs, crochet hook, curved needle, diffuser, hair dryer, hand mirror, hot rollers, picks, rollers, straight needle, ornamentation irons (flat, curling, waving, spiral, crimping), thermal protector mat, thermal styling tools, wig block, non-metallic bowls, hair pliers

## **Client Capes**

Nylon capes, smocks, towel fasteners, towels, waterproof capes

## **Sanitizing and Safety Equipment**

Broom, buckets, disinfecting jar, dustpan, eyewash station, fire extinguisher, first-aid kit, laundry baskets, mop, paper towel dispenser, recycling containers, rubber gloves, sanitizing jar, stylist apron, toilet brush, touchless soap dispenser, vacuum cleaners, waste can (covered)

## **Major Equipment**

Booster seat, clothes dryer, dryer chair, hood dryer, hydraulic styling chair, mirror, multipurpose chair, shampoo basin, shampoo chair (automatic, manual), steamer, styling station, thermal processing accelerator, thermal tool holder, trolley, utility sink, washing machine

## **Office Equipment and Supplies**

Answering machine, audio system, BBCHI reference materials, brochures, business cards, calculator, cash register, client record cards, coffee machine, computer and software, credit/debit machine, display equipment, gift cards



## APPENDIX C GLOSSARY

<b>afro</b>	a hairstyle in which naturally tightly curled hair is worn naturally and styled in a perfectly shaped round fashion
<b>alopecia</b>	hair loss, baldness
<b>disinfect</b>	destroying or killing bacteria and a broad spectrum of viruses (but does not kill bacteria spores)
<b>elasticity</b>	ability of the hair to stretch and then to spring back to its original state
<b>finger wave</b>	alternating C shaped waves made by shaping and molding wet hair, using only fingers and comb
<b>growth patterns</b>	direction, areas and length of natural hair growth
<b>hair and scalp analysis</b>	examination of the general conditions of the hair and scalp; type, texture, density, breakage, oiliness, dryness, elasticity, porosity, colour, chemical and medical history
<b>hair characteristics</b>	density, porosity, texture, wave pattern, growth pattern, elasticity of hair
<b>hair density</b>	describes the number of hair strands in a given area; i.e., thin, medium and thick
<b>hair ornamentations</b>	may include a temporary hair piece, tiara, veil, flower, barrette, pin or hair additions
<b>hair texture</b>	diameter, thickness and feel of the individual hair strands
<b>hair type</b>	general characteristics of the hair, describing either basic texture: straight, wavy, curly, or colly; or describing hair type based on race: European, Asian, and African
<b>porosity</b>	ability of the hair to absorb and retain moisture
<b>sanitize</b>	to remove dirt to aid in preventing the growth of microbes; sanitizing does not kill germs
<b>wave pattern</b>	(rhythm and speed) straight, wave, curly