



Esthetician – Nail Technician

On-The-Job Training Guide

2023

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Recognition:

To promote transparency and consistency, this document has been adapted from the Red Seal Occupational Standard template (Employment and Social Development Canada)

The Esthetician – Nail Technician Saskatchewan Occupational Standard (SOS), describing the “full scope” of the trade, can be found at www.saskapprenticeship.ca.

STRUCTURE OF THE ON-THE-JOB TRAINING GUIDE

To facilitate understanding of the occupation, this guide to course content contains the following sections:

Description of the Esthetician – Nail Technician trade: an overview of the trade's duties, work environment, job requirements, similar occupations, and career progression

Essential Skills Summary: an overview of how each of the nine essential skills is applied in this trade

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

On-the-Job Training Content: : a chart which outlines the topics of technical training with on-the-job examples for apprentice to achieve relevant experience at work

DESCRIPTION OF THE ESTHETICIAN – NAIL TECHNICIAN TRADE

“Esthetician – Nail Technician” is this trade’s official provincial occupational title approved by industry. This analysis covers tasks performed by nail technicians whose occupational title has been identified by the province of Saskatchewan.

Esthetician – Nail Technicians perform manicures, pedicures, cosmetic massage of the limbs and digits and artificial nail applications or enhancements.

Esthetician – Nail Technicians are employed by salons/spas and schools, personal care services, retail, wholesale esthetic suppliers and manufacturers.

This standard recognizes similarities or overlaps in the work of other tradespersons including esthetician – skin care technicians, hairstylists, body hair removal professionals and lash artists.

TRENDS IN THE ESTHETICIAN – NAIL TECHNICIAN TRADE

Technology

The esthetics industry is becoming more diversified in areas that are not part of the initial training. With clients becoming more educated about trends, estheticians need to be motivated to stay current in the industry. Continuous learning is paramount to an esthetician's success. While the industry attracts creative and artistic individuals, business skills are increasingly necessary to become a successful esthetician.

With a movement towards health and wellness, esthetic products and services are adapting to meet this trend. The quality and diversity of products has improved for estheticians and clients alike. This has encouraged salons/spas to realize the importance of retail diversity for greater profits. Salons/spa's are being designed to optimize the client experience and increase sales.

Digital technology is being used to track daily salon/spa operations, advertise products and services, store client information and perform financial functions.

Health and Safety

Safety awareness and practices continue to be forefront in the industry. Some examples include ever-changing sanitization, sterilization and disinfection practices to maintain both the esthetician and their clients.

Safe working procedures and conditions, accident prevention, and the preservation of health are of primary importance to industry in Saskatchewan. These responsibilities are shared and require the joint efforts of government, employers and employees. It is imperative that all parties are aware of circumstances and conditions that may lead to injury or harm. Safe learning experiences and work environments can be created by controlling the variables and behaviours that may contribute to accidents or injury.

It is generally recognized that safety-conscious attitudes and work practices contribute to a healthy, safe and accident-free work environment.

It is imperative to apply and be familiar with the Occupational Health and Safety (OH&S) Acts and Workplace Hazardous Materials Information System (WHMIS) regulations. As well, it is essential to determine workplace hazards and take measures to protect oneself, co-workers, the public and the environment.

There are continuing advancements in the Workplace Hazardous Materials Information System (WHMIS) where there is now a Global Harmonized System (GHS).

Safety education is an integral part of on-the job training and is reinforced in technical training. As safety is an imperative part of all trades, it is assumed and therefore it is not included as a qualifier of any activities. However, the technical safety tasks and sub-tasks specific to the trade are included in this analysis.

Tools and Equipment

Estheticians use tools and equipment to perform client services. They maintain their tools and equipment to maximize their longevity, and to ensure safe use in compliance with Occupational Health and Safety (OH&S) Acts and Workplace Hazardous Materials Information System (WHMIS) regulations in Saskatchewan

Products and Materials

Increased knowledge is required for the wide range of products available for specific nail care applications, such as gel nails, light-cured polish and extended-wear polish, nail art, and air brushing. New products have led to new and revised techniques.

Environmental, Legislative and Regulatory

Environmental and emission control regulations continue to be important in the industry. There is always a risk for a chemical spill or small environmental disaster during a routine task in the trade. There is an increase in jurisdictional requirements for environmental awareness training and certification to ensure the proper handling and recycling of refrigerant materials.

Training Requirements: Apprentice Esthetician-Nail Technicians may attend technical training before and/or during their apprenticeship. Training is delivered at a variety of approved public and private vocation training schools across the province.

Total trade time required is 3600 hours and 2 years in the trade. A tradesperson must complete the required technical training and 5400 hours and 3 years in the trade.

Journeyman to apprentice ratio for this trade is: 1:2

The information contained in this document serves as a guide for employers and apprentices. Apprenticeship training is mutually beneficial to both employer and apprentice. The employer's investment in training apprentices, results in skilled and certified workers. The document summarizes the tasks to be covered by the apprentice during their on-the-job portion of apprenticeship training. An apprentice spends approximately 85% of their apprenticeship term training on-the-job.

It is the employer's or journeyman's responsibility to supervise an apprentice's practical skills development until a satisfactory level of proficiency has been reached.

EMPLOYER TRAINING RESPONSIBILITY

- promote a safety-conscious workplace
- provide mentored, hands-on practice in the use of tools and equipment
- demonstrate procedures relevant to the esthetician trade
- provide the opportunity for apprentices to perform full scope of services
- ensure that the apprentice can perform the services of a nail technician

Employers should make every effort to expose their apprentices to work experience in as many areas of the trade as possible.

The On-the-Job Training Guide is to help employers assist the apprentice to prepare for in-school training.

The content of the training components is subject to change without notice.

Entrance Requirements for Apprenticeship Training

Your grade twelve transcripts (with no modified classes) or GED 12 is your guarantee that you meet the educational entrance requirements for apprenticeship in Saskatchewan. In fact, employers prefer and recommend apprentices who have completed high school. This ensures the individual has all of the necessary skills required to successfully complete the apprenticeship program and receive journey person certification.

Individuals with “modified” or “general” classes in math or science do not meet our entry requirements. These individuals are required to take an entrance assessment prescribed by the Private Vocational School (PVS), if available. If the PVS does not have one available, the individual would be required to complete upgrading to meet the SATCC requirements for the trade prior to being accepted into the PVS program.

English is the language of instruction in all apprenticeship programs and is the common language for business in Saskatchewan. Before admission, all apprentices and/or “upgraders” must be able to understand and communicate in the English language. Applicants whose first language is not English must have a minimum Canadian Language Benchmark Assessment of six (CLB6).

Note: A CLB assessment is valid for a one-year period from date of issue.

Designated Trade Name	Math Credit at the Indicated Grade Level	Science Credit at Grade Level
Esthetician – Nail Technician	Grade 9	Grade 10
<p>*Applicants who have graduated in advance of 2015-2016, or who do not have access to the revised Science curricula will require a Science at the minimum grade level indicated by trade.</p> <p>For information about high school curriculum, including Math and Science course names, please see: http://www.curriculum.gov.sk.ca/#</p> <p>Individuals not meeting the entrance requirements will be subject to an assessment and any required training.</p>		

ESSENTIAL SKILLS SUMMARY

Essential skills are needed for work, learning and life. They provide the foundation for learning all other skills, 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.

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: <https://www.canada.ca/en/employment-social-development/programs/essential-skills/tools.html>.

READING

Estheticians read a variety of material including bulletins, manufacturers' specifications, notices, labels, product inserts, client history profiles and forms. They read regulations and agreements outlining chair-rental contracts, salaries, and commissions. Estheticians may read city by-laws to determine licensing requirements and allowable business practices. They read articles and trade magazines to stay informed about industry trends, developments as well as descriptions of new products.

DOCUMENT USE

Estheticians locate information on labels to determine ingredients, storage techniques, and safety hazards. They also review trend releases, clarify specifications on charts, interpret client history profiles, decipher diagrams, read tables to identify processing times, mixing ratios, and chemical agents. They consult client records.

WRITING

Estheticians update client history profiles, complete forms and write reminders/notes to co-workers and clients.

ORAL COMMUNICATION

Estheticians update client records. They complete forms and write reminders/notes to co-workers and clients. They also write a variety of material to promote services and products on social media sites. Estheticians communicate with clients to determine customers' need and services required. They discuss a variety of topics with clients including fashion trends and product choices. Estheticians also exchange information with coworkers, suppliers and supervisors. Excellent communication skills are required to provide reassurance and to demonstrate conflict resolution if required.

NUMERACY

Estheticians use numeracy in a range of tasks. For example, measuring volumes of solids and fluids necessary for a service. Numeracy is used to compare measurements of time and temperature to satisfy product specifications. Estheticians determine lengths, shapes, and curvatures. When scheduling appointments, they determine the timeframe to complete appointments and maximize productivity; by taking into consideration the condition of the client and service anticipated. They complete financial transactions and collect payment for services and products. They may also calculate percentages for various activities.

THINKING

Estheticians use critical thinking skills to select tools and products required to create specific effects and to judge the performance of products by considering customers' needs and condition. They use problem solving skills to meet client preferences, to repair, and maintain work that was previously performed. Estheticians evaluate condition of skin and nails to determine treatment, service options, and whether clients must be referred to a medical physician.

DIGITAL TECHNOLOGY

Estheticians may use current technology to communicate with suppliers, access product manufacturers' website, and update client information. They may use calculators or point of sales systems to complete numeracy-related tasks. They may use social media for marketing themselves, networking with others, researching current trends, inspiring creativity, and training/self-development. Estheticians may use technology to create images of desired effects.

WORKING WITH OTHERS

Estheticians may work independently or with other team members to perform tasks and optimize client experience in a professional manner. They may also mentor apprentices.

CONTINUOUS LEARNING

Continuous learning is important for estheticians due to ongoing changes in the industry. They learn by speaking with co-workers, colleagues and by participating in training. Estheticians also learn by reading articles, attending educational events and shows, consulting online platforms, attending educational events and shows, analyzing photographs and noting fashion trends, worn by style leaders.

ESTHETICIAN – NAIL TECHNICIAN

TASK MATRIX

A – Performs common occupational skills

25%

<p>Task A-1 Uses and maintains tools and equipment 20%</p>	<p>A-1.01 Selects manual tools and equipment</p>	<p>A-1.02 Uses manual tools and equipment</p>	<p>A-1.03 Maintains manual tools and equipment</p>
	<p>A-1.04 Troubleshoots manual tools and equipment</p>	<p>A-1.05 Selects electric tools and equipment</p>	<p>A-1.06 Uses electric tools and equipment</p>
	<p>A-1.07 Maintains electric tools and equipment</p>	<p>A-1.08 Troubleshoots electric tools and equipment</p>	<p>A-1.09 Discards single-use tools</p>
<p>Task A-2 Performs safety-related activities 10%</p>	<p>A-2.01 Uses personal protective equipment (PPE) and safety equipment</p>	<p>A-2.02 Maintains safe and hygienic work environment</p>	
<p>Task A-3 Performs sanitation, disinfection, and sterilization (SDS) 43%</p>	<p>A-3.01 Performs sanitation</p>	<p>A-3.02 Performs disinfection</p>	<p>A-3.03 Performs sterilization</p>
	<p>A-3.04 Handles, transports, stores, and launders linens</p>		
<p>Task A-4 Consults with clients 27%</p>	<p>A-4.01 Determines special needs</p>	<p>A-4.02 Identifies precautions and procedures</p>	<p>A-4.03 Educates client</p>
	<p>A-4.04 Refers clients with contraindications to physicians and/or specialists</p>		

B – Performs salon operations

5%

Task B-5 Completes client consultation card 34%	B-5.01 Obtains personal and medical information	B-5.02 Records treatments	B-5.03 Maintains an organized filing system
	B-5.04 Practices ethical behaviour		
Task B-6 Performs front desk responsibilities 33%	B-6.01 Performs communication duties	B-6.02 Schedules appointments	B-6.03 Interacts with clients
	B-6.04 Completes financial transactions	B-6.05 Maintains inventory	B-6.06 Prices retail products
	B-6.07 Maintains retail displays		
	B-7.01 Develops business plan	B-7.02 Presents professionalism	B-7.03 Markets products and services

C – Performs nail care

35%

Task C-8 Assesses hand, foot and nails 60%	C-8.01 Identifies nail anatomy	C-8.02 Analyzes nail growth	C-8.03 Determines nail condition
	C-8.04 Analyzes hand and foot condition	C-8.05 Identifies contraindications	

Task C-9 Performs manicure
19%

C-9.01 Perform nail shaping	C-9.02 Perform hand soak and condition nails and cuticles	C-9.03 Perform cuticle care
C-9.04-Perform manicure massage		

Task C-10 Performs pedicure
12%

C-9.01 Performs foot soak	C-10.02 Performs toe cuticle care	C-10.03 Performs toenail care
C-10.04 Performs callous reduction	C-10.05 Performs massage for pedicure	

Task C-11 Performs specialized services
7%

C-11.01 Performs specialized manicure services	C-11.02 Performs specialized pedicure services
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Task C-12 Finishes nails
2%

C-12.01 Prepares nails for polish	C-12.02 Applies polish
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D – Performs Nail Enhancements

35%

Task D-13 Performs nail enhancement services
100%

D-13.01 Prepares nails	D-13.02 Uses nail tips	D-13.03 Uses nail forms
D-13.04 Uses gel and/or powder/liquid (acrylic) products	D-13.05 Performs fills and maintenance	D-13.06 Performs nail enhancement removals
D-13.07 Performs gel toe service	D-13.08 Performs esthetic corrections of nails	

Task D-14 Performs decorative nail services
0% **Not common core*

D-14.01 Adds nail art

D-14.02 Adds nail ornamentation

ON-THE JOB AND IN-SCHOOL TRAINING

CONTENT FOR THE ESTHETICIAN-NAIL TECHNICIAN TRADE

A technical training provider may choose to deliver Esthetician–Nail Technician technical training in either of these two formats:

- A full Esthetician program that covers “full scope” of the trade. This training and the required “*on-the-tools*” trade time will prepare the apprentice to attempt the journey person written and practical certification examinations.
- Individual/modular courses (which can be delivered in almost any order). After completion of modular programming classes that cover the trade’s minimum requirements listed below along with the required “*on-the-tools*” trade time will prepare the apprentice to attempt the journey person written and practical certification examinations.

To guarantee “*full scope*” of the trade is covered, the SATCC recommends that any curriculum material submitted for consideration/approval include the following course titles and learning outcomes:

Esthetician Technical Training

Orientation

- common hand tools in the esthetician trade
- common power tools and power equipment in the esthetician trade
- working safely in various body positions
- common sitting positions
- the apprenticeship training system in Saskatchewan
- the training profile and course outline of the esthetician apprenticeship in Saskatchewan
- the Contract of Apprenticeship and the responsibilities of the apprentice, employer, and the Saskatchewan Apprenticeship and Trades Training
- employment opportunities for estheticians
- continuing education

Mentors can assist the apprentice to prepare for this section by:

- *reviewing policies, procedures and the salon manual*
- *reviewing ergonomics*
- *reviewing proper use of equipment and using the equipment in the workplace*
- *having equipment accessible and in good working order*
- *providing a tour of facilities, explaining chemical storage procedures and explaining the “Clean As You Go” policy*
- *reviewing the proper use of equipment and by demonstrating its proper use in the workplace*
- *emphasizing the need to follow manufacturer’s instructions regarding chemical applications and procedures, and by reviewing the steps taken to protect clients and apprentices*
- *reviewing job search strategies*
- *discussing continuing education options*
- *reviewing the proper sanitization, disinfectant and sterilization practices*

Sanitation, Disinfection, and Sterilization

- proper terminology used in the Esthetics industry
- sanitizing and disinfecting surfaces
- sanitizing and disinfecting instruments
- sterilizing instruments
- sanitizing, disinfecting, and sterilizing instruments
- proper use of terminology in the salon environment
- manufacturer's specifications
- disposal and sterilization procedures for contamination
- best practices for salon sanitation

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating by example, how to keep the work area clean and safe*
- *reviewing public health requirements*
- *having sanitizing materials and equipment available*
- *demonstrating the proper use of sanitizing, disinfecting and sterilizing materials at all times*

Client Services: Pre-service/Post-service

- obtaining personal and medical information
- the client consultation form
- filing systems
- file keeping
- ethical behavior
- client interactions
- products and services
- maintaining office and waiting areas

Mentors can assist the apprentice to prepare for this section by:

- *identifying types of client information required from client before performing services*
- *identifying and laying out what will be needed to perform the requested service*
- *demonstrating appropriate consultation and draping procedures for the requested service*
- *explaining the regulatory requirements pertaining to the collection of personal information*
- *demonstrating client record keeping*
- *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*

Retail and Salon Management

- basic terminology of transactions
- balancing debits and credits
- timesheets and timesheet policies
- inventory and stocking
- general steps to starting a small business in Canada
- business plans
- business names and registration
- common types of business ownership
- financing options
- GST, PST, HST, and payroll
- common small business insurances and liabilities
- Workers' Compensation Board and Occupational Health and Safety regulations
- retail calculations for goods
- retail calculations for inventory
- retail calculations for inventory and sales

- retail calculations for commission

Mentors can assist the apprentice to prepare for this section by:

- *emphasizing basic communication etiquette and telephone skills*
- *ensuring that stylists are rotated briefly through the reception area*
- *training in product knowledge and up-selling techniques so clients can maintain services at home*
- *demonstrating leadership skills*
- *holding staff meetings*
- *explaining inventory and product ordering techniques*
- *providing fair wages/labour standards*

Safety

- background and history of Occupational Health and Safety (OHS) system
- role of the employer and employee in regard to OHS regulations
- hazard controls
- OHS regulations that apply to personal information and harassment
- OHS regulations that apply to general health requirements
- OHS regulations that apply to musculoskeletal injuries
- OHS regulations that apply to exposure control
- OHS regulations that apply to PPE, laundry, and waste
- the Workers' Compensation system
- roles, responsibilities, features, and practices related to the workplace hazardous materials information system (WHMIS) program
- WHMIS labels
- hazard groups, hazard classes, and hazard categories
- pictograms used in WHMIS
- characteristics of a MSDS
- usage of a MSDS or SDS
- characteristics of fire
- fire hazards, classes, procedures, and equipment related to fire protection

Mentors can assist the apprentice to prepare for this section by:

- *directing the apprentice to manufacturer's training seminars*
- *explaining the regulatory requirements pertaining to the collection of personal information*
- *explaining chemical storage procedures and explaining WHMIS*
- *reviewing the proper use of equipment and by demonstrating its proper use in the workplace*
- *emphasizing the need to follow manufacturer's instructions regarding chemical applications and procedures, and by reviewing the steps taken to protect clients and apprentices*
- *discussing the characteristics and usage of MSDS*
- *discussing fire safety procedures and what actions to take in the event of a fire*
- *discussing OHS regulations as they apply to the esthetics industry*
- *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*

Nail Growth; Hand and Foot Disorders and Diseases

- nail structure and natural nail shapes
- nail growth patterns
- analyzing nail growth
- nail conditions
- nail diseases
- foot and leg conditions and disorders
- the diabetic foot
- hand conditions
- carpal tunnel syndrome

- contraindications that may restrict or prevent a service
- analyzing conditions, disorders, and disease
- skin disorders and diseases

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating consultation and diagnosis with clients*
- *reviewing the ability of the apprentice and demonstrating proper techniques*
- *assessing the apprentice's ability and providing appropriate on the job training*
- *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*

Manicures

- safety concerns relative to manicures
- general outline of a manicure
- pre-manicure
- manicure workstation
- the manicure
- the French manicure
- hot oil treatment
- paraffin
- exfoliation
- masks
- heated hand wear
- specialized add-on to French manicure

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating consultation and diagnosis with clients*
- *reviewing the ability of the apprentice and demonstrating proper techniques*
- *assessing the apprentice's ability and providing appropriate on the job training*
- *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*

Pedicures

- safety concerns relative to pedicures
- general outline of a pedicure
- pre-pedicure
- pedicure workstation
- foot soaking
- toenail care
- toe cuticle care
- callus reduction
- pedicure massage
- pedicure
- safety concerns relative to pedicures
- correcting ingrown toenails
- reducing corns
- masks
- heated footwear
- paraffin
- advanced pedicure

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating consultation and diagnosis with clients*
- *reviewing the ability of the apprentice and demonstrating proper techniques*
- *assessing the apprentice's ability and providing appropriate on the job training*



- *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
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Gel Systems

- manufacturer's specifications and multi-step systems
 - flexibility levels, viscosities, self-levelling, uses, and cautions
 - nail preparation steps of application
 - product application for correct c-curve and arch
 - curing
 - filing and shaping, sealing
 - application of gel systems on one full set of nails
- *8 full sets are recommended to achieve competency (4 with tips and 4 with forms)

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating consultation and diagnosis with clients*
 - *reviewing the ability of the apprentice and demonstrating proper techniques*
 - *assessing the apprentice's ability and providing appropriate on the job training*
 - *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
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Powder/Liquid Systems

- manufacturer's specifications
- mixing ratios, light-curing systems, air-dry systems, and cautions
- nail preparation steps of application
- zones and bead placement
- product application for correct c-curve and arch
- filing and shaping, sealing
- application of powder/liquid systems on one full set of nails

*8 full sets are recommended to achieve competency (4 with tips and 4 with forms)

Mentors can assist the apprentice to prepare for this section by:

- *assessing the apprentice's previous knowledge*
 - *reviewing the powder/liquid systems used at the shop*
 - *ensuring the client is protected*
 - *ensuring that the proper product is selected and used*
 - *ensuring the correct nail preparation and steps of application are performed*
 - *ensuring the correct product application*
 - *assessing the apprentice practice powder/liquid systems on the application of a full set of nails*
 - *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
-

Nail Tips and Forms

- selection of nail tips
- adhesion of nail tips
- shaping and blending of nail tips
- application of a full set of nail tips
- application of nail forms
- shaping of the nail free edge
- customization of a full set of nail forms

Mentors can assist the apprentice to prepare for this section by:

- *assessing the apprentice's previous knowledge*
- *reviewing the powder/liquid systems used at the shop*
- *ensuring that the proper tip is selected and used*
- *ensuring the correct tip application is performed*

- *ensuring the correct procedure for the use of forms is followed*
 - *assessing the apprentice practice demonstrating the customization of a full set of nail forms*
 - *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
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Nail Fills, Repairs, and Removal

- nail fills
- nail repairs
- nail removal
- product application

Mentors can assist the apprentice to prepare for this section by:

- *assessing the apprentice's previous knowledge*
 - *reviewing the procedures for nail fills*
 - *reviewing the procedures for nail repairs*
 - *reviewing the procedures for nail removals*
 - *reviewing the procedure for product application*
 - *ensuring that the proper tip is selected and used*
 - *ensuring the correct tip application is performed*
 - *ensuring the correct procedure for the use of forms is followed*
 - *assessing the apprentice practice demonstrating nail filling techniques*
 - *assessing the apprentice practice demonstrating nail repair techniques*
 - *assessing the apprentice practice demonstrating nail removal techniques*
 - *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
-

Gel Toe Service

- manufacturer's specifications
- products, uses, and cautions
- assessment and preparation of toes
- fungal and bacterial infections and prevention
- gel toe service

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating consultation*
 - *demonstrating diagnosis with clients*
 - *demonstrating proper techniques*
 - *assessing the apprentice's ability*
 - *providing appropriate on the job training*
 - *reviewing the manufactures specifications for the product systems used at the shop*
 - *ensuring the correct toenail preparation*
 - *ensuring the correct steps for application are performed*
 - *ensuring the correct product application*
 - *assessing the apprentice practice powder/liquid systems on the application of a full set of nails*
 - *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
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Cosmetic Correction of Abnormal and Damaged Nails

- manufacturer's specifications
- products, uses, and cautions
- when treatments are deferred to medical professionals
- creating nail extensions on damaged or missing nails
- esthetically correct nails

* *The scope of this module includes, but is not limited to missing nails, split nails, koilonychias/pitted nails, ingrown nails, braces, and dams.*

Mentors can assist the apprentice to prepare for this section by:

- *demonstrating consultation*
 - *demonstrating diagnosis with clients*
 - *demonstrating proper techniques*
 - *assessing the apprentice's ability*
 - *providing appropriate on the job training*
 - *ensuring proper sanitization, disinfectant and sterilization practices are followed at all times*
-

Decorative Nail Service

- nail art
- nail ornamentation

Mentors can assist the apprentice to prepare for this section by:

- assessing the apprentice's ability
- providing appropriate on the job training
- ensuring proper sanitization and sterilization practices are followed at all times
- share decorative nail virtual platforms
- encourage ongoing learning

Consider apprenticeship training as an investment in the future of your company and in the future of your workforce. Ultimately, skilled and certified workers increase your bottom line.

Get involved in the apprenticeship training system. Your commitment to training helps to maintain the integrity of the trade.

Do you have employees who have been working in the trade for a number of years but don't have trade certification?

Contact your local apprenticeship office for details on how they might obtain the certification they need.

Saskatchewan Apprenticeship & Trade Certification Commission

2140 Hamilton St Regina SK S4P 2E3

Tel: (306) 787-2444

Fax: (306) 787-5105

Toll Free: 1-877-363-0536

web site: www.saskapprenticeship.ca

District Offices

Estevan (306) 637-4930

La Ronge (306) 425-4385

Moose Jaw (306) 694-3735

North Battleford (306) 446-7409

Prince Albert (306) 953-2632

Saskatoon (306) 933-8476

Swift Current (306) 778-8945

Yorkton (306) 786-1394