

**CERRITOS COLLEGE**  
**COSMETOLOGY AND ESTHETICIAN PROGRAM TECHNICAL STANDARDS/ESSENTIAL FUNCTIONS**

The following listing has been prepared to assist you in understanding the technical standards of the Cosmetology and Esthetician program in order to affiliate in the industry and ultimately practice the profession. The technical standards as stated herewith are not conditions of admission to a program of study. Rather, they reflect performance abilities that are necessary for a student to successfully complete the requirements of the specified Technology program.

The purpose of this document is to notify prospective Cosmetology and Esthetician students of these technical standards to enable them to make an informed decision regarding enrollment in the Cosmetology and Esthetician program at Cerritos College.

The delivery of safe, effective practice requires that students be able to perform functions related to the technical standards outlined here. The inability of a student to perform these functions may result in the student being unable to meet course objectives and to progress in the Cosmetology and Esthetician program. Additionally, if a student is unable to perform these required competencies, the student may pose a risk of harm to the client(s) for whom care is provided.

All applicants meeting the appropriate academic requirements shall be considered equally for admission to Cerritos College or any academic program regardless of physical or mental disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, age, marital status, or genetic information. (Education Code section 66270, Government Code section 11135, Penal Code section 422.6)

Technical Standards Essential Function	Standard Performed Description	Examples of Activities (not all inclusive)
Cognitive Ability	<ul style="list-style-type: none"><li>Demonstrate ability to use logic and analysis to identify the strengths and weaknesses of different approaches. Demonstrate personal time management to complete projects by given deadlines.</li><li>Demonstrate management of financial resources.</li><li>Demonstrate management of material resources.</li><li>Exhibit judgment and decision making.</li><li>Exhibit solution Appraisal. Exhibit deductive reasoning.</li></ul>	<ul style="list-style-type: none"><li>Establish and manage time requirements and prices for services.</li><li>Maintain an appointment schedule.</li><li>Evaluate client and their requests to determine appropriate services and/or products.</li><li>Determine reactions to</li></ul>

<b>Technical Standards Essential Function</b>	<b>Standard Performed Description</b>	<b>Examples of Activities (not all inclusive)</b>
		<p>solutions, procedures, or products by observing the client.</p> <ul style="list-style-type: none"> <li>• Use self-evaluation of performance and determine new approaches for improvement.</li> <li>• Establish and manage time requirements and prices for services.</li> <li>• Maintain an appointment schedule.</li> <li>• Evaluate client and their requests to determine appropriate services and/or products.</li> <li>• Determine reactions to solutions, procedures, or products by observing the client.</li> <li>• Use self-evaluation of performance and determine new approaches for improvement.</li> <li>• Cut hair utilizing angles and lines, different lengths, and geometric shapes.</li> </ul>
<b>Communication Ability</b>	<ul style="list-style-type: none"> <li>• Demonstrate use of multiple approaches when learning or teaching new subjects.</li> <li>• Persuade others to approach things differently.</li> </ul>	<ul style="list-style-type: none"> <li>• Use a variety of strategies to show clients how to care for hair, skin, and/or nails.</li> </ul>

<b>Technical Standards Essential Function</b>	<b>Standard Performed Description</b>	<b>Examples of Activities (not all inclusive)</b>
		<ul style="list-style-type: none"> <li>Discuss available alternatives with the client.</li> <li>Use oral expression, reading, and writing comprehension to verify the information was received.</li> </ul>
<b>Interpersonal/ Intrapersonal Skills and Behavior</b>	<ul style="list-style-type: none"> <li>Demonstrate awareness of other people's reactions and understand why they react the way they do and how you can improve the reception of your work.</li> <li>Demonstrate ability to identify the nature of problems.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate respect for individual differences.</li> <li>Assist peers in resolving problems or conflicts.</li> <li>Respond appropriately to emergencies.</li> </ul>
<b>Visual Ability</b>	<ul style="list-style-type: none"> <li>Exhibit visual color discrimination.</li> <li>Exhibit near vision.</li> <li>Demonstrate ability to perform skin analysis in both low and bright lighted environments.</li> </ul>	<ul style="list-style-type: none"> <li>Interpret color charts to determine appropriate formula needs.</li> <li>Apply color products.</li> <li>Wax and tweeze to shape the eyebrow. Cut the cuticle of the nail.</li> <li>Read manufacturer's directions written in fine print.</li> </ul>
<b>Auditory Ability</b>	<ul style="list-style-type: none"> <li>Demonstrate hearing ability sufficient to assess client's needs.</li> <li>Demonstrate hearing awareness of potentially hazardous equipment.</li> </ul>	<ul style="list-style-type: none"> <li>Detect cries for help from hot irons or blow dryers, or chemical burn.</li> <li>Communicate clearly by telephone.</li> </ul>

<b>Technical Standards Essential Function</b>	<b>Standard Performed Description</b>	<b>Examples of Activities (not all inclusive)</b>
		<ul style="list-style-type: none"> <li>• Communicate effectively with clients and co-workers.</li> <li>• Detect audible alarms.</li> </ul>
<b>Tactile Ability</b>	<ul style="list-style-type: none"> <li>• Demonstrate tactile ability sufficient for physical assessment and intervention.</li> <li>• Demonstrate finger dexterity.</li> </ul>	<ul style="list-style-type: none"> <li>• Observe clients to determine reactions to massage pressure.</li> <li>• Perform functions of physical tension with different tools.</li> <li>• Apply makeup to sensitive areas of the face.</li> </ul>
<b>Olfactory Ability</b>	<ul style="list-style-type: none"> <li>• Demonstrate ability sufficient to detect contaminant odors in the workplace.</li> </ul>	<ul style="list-style-type: none"> <li>• Mix acrylics for the nails.</li> <li>• Formulate and mix bleaches and hair color products.</li> <li>• Apply Sodium Hydroxide to the hair for straightening.</li> <li>• Use depilatory products to remove hair from the body.</li> </ul>
<b>Strength and Mobility</b>	<ul style="list-style-type: none"> <li>• Demonstrate ability to perform multiple body movements to complete tasks.</li> </ul>	<ul style="list-style-type: none"> <li>• Crouch, bend and twist, stand and sit for long periods of time while performing client services.</li> <li>• Perform repetitive movement of the wrists while engaged in performing client services.</li> </ul>
<b>Motor Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate physical abilities including: standing, sitting, walking, stooping, crawling, reaching, squatting, lifting, bending, and range of-motion of</li> </ul>	<ul style="list-style-type: none"> <li>• Move around in workplace and laboratory areas</li> </ul>

<b>Technical Standards Essential Function</b>	<b>Standard Performed Description</b>	<b>Examples of Activities (not all inclusive)</b>
	extremities to maneuver in small spaces.	
<b>Physical Endurance</b>	<ul style="list-style-type: none"> <li>Demonstrate sufficient physical endurance to complete assigned work and/or projects in clinical practice.</li> </ul>	<ul style="list-style-type: none"> <li>Stand for up to 8 hours a day with arms extended to shoulder height and manipulate various tools.</li> <li>Sit for 1-1 ½ hours repeatedly and make repetitive motions with the hands.</li> </ul>
<b>Environmental Tolerance</b>	<ul style="list-style-type: none"> <li>Demonstrate ability to function safely in a typical laboratory environment.</li> </ul>	<ul style="list-style-type: none"> <li>Adapt and work in congested areas and/or confined spaces.</li> <li>Work in artificial lighting and air conditioning.</li> <li>Tolerate odors and vapors associated with disinfectant products.</li> </ul>

***Disability Statement:***

*If you have a disability or acquire one, you may be entitled to receive support services and/or accommodations intended to assure you an equal opportunity to participate in, and benefit from, the program. Reasonable accommodations for students with disability related needs will be determined on an individual basis taking into consideration the standards and essential skills which must be performed to meet the program objectives. To receive more information or to apply for services, please contact the Center for Access and Disability Services (CADS) at (562) 860-2451 ext. 2335 or (562) 274-7164 (VP), or visit them in the Santa Barbara Building. All prospective and current Cosmetology and Esthetician students must be able to meet these standards with or without reasonable accommodations.*

Cerritos College is committed to providing an educational environment that is free from discrimination and harassment. We do not discriminate on the basis of race, color, national origin, sex, disability, age, or any other characteristic protected by law in any of our programs or activities. For more information regarding our policies, please contact our Director, Compliance, Diversity, & Title IX Coordinator at <https://www.cerritos.edu/hr/>

All career technical education (CTE) opportunities will be offered regardless of race, color, national origin, sex, or disability.

Compliance with Title IX and Section 504/Title II are the responsibility of the District's Director of Diversity, Compliance, & Title IX.

Human Resources  
Cerritos College | 11110 Alondra Blvd. Norwalk, CA 90650  
Office (562) 860-2451, ext. 2468 | [dctix@cerritos.edu](mailto:dctix@cerritos.edu)