



Program of Study Guide: **Careers in Nail Technician Services**

Comprehensive and course standards for the
Personal Care Services pathway

Office of College and Career Pathways

July 2025

MARYLAND STATE DEPARTMENT OF EDUCATION

Carey M. Wright, Ed.D.

State Superintendent of Schools

Tenette Smith, Ed.D.

Deputy State Superintendent
Office of Teaching and Leading

Richard W. Kincaid

Assistant State Superintendent
Division of College and Career Pathways

Wes Moore

Governor

MARYLAND STATE BOARD OF EDUCATION

Joshua L. Michael, Ph.D.

President, Maryland State Board of Education

Monica Goldson, Ed.D. (Vice President)

Chuen-Chin Bianca Chang, MSN, PNP, RN-BC

Kenny Clash

Clarence C. Crawford (President Emeritus)

Abhiram Gaddam (Student Member)

Susan J. Getty, Ed.D.

Nick Greer

Dr. Irma E. Johnson

Kim Lewis, Ed.D.

Dr. Joan Mele-McCarthy, D.A., CCC-SLP

Rachel L. McCusker

Xiomara V. Medina, M.Ed.

Samir Paul, Esq.

Table of Contents

Document Control Information.....	3
Purpose.....	4
Sources of Standards.....	5
Course Descriptions.....	6
Industry-Recognized Credentials and Work-Based Learning	8
Labor Market Information: Definitions and Data	9
Course Standards: Nail Technician I	11
Course Standards: Nail Technician II	14
Course Standards: Nail Technician III.....	17

Document Control Information

Title:	Program of Study Guide: Careers in Nail Technician Services
Security Level:	Not for Distribution
File Name:	Nail_Technician_Program_Guide.docx

DOCUMENT HISTORY

Document Version	Date	Summary of Change
1.0	November 2024	Initial Document

Purpose

The purpose of this document is to communicate the required Career and Technical Education (CTE) academic standards for the Careers in Nail Technician Services Program of Study. The academic standards in this document are theoretical and performance based. The standards contain content from multiple state departments of education, the Maryland Board of Cosmetology, and the PSI Nail Technician Test Taking Guide. They have been reviewed and vetted by members of the Maryland business and industry community.

In addition to academic standards, the Maryland State Department of Education (MSDE) has incorporated into this document Labor Market Information (LMI) definitions and explanations for the Program of Study; program aligned Industry Recognized Credentials; and Work-Based Learning resources and requirements by course level.

This document is intended for use by educational administrators and practitioners. A similar document is available for each state-approved CTE Program of Study.

Sources of Standards

The standards for the Nail Technician I-III courses are derived from a combination of authoritative resources that provide comprehensive guidelines and best practices in nail technician education. These sources collectively provide a robust foundation for developing comprehensive and industry-aligned standards for the Nail Technician I-III courses, ensuring that students acquire the necessary skills and knowledge to succeed in the field of personal care services.

Below is a list of these sources, along with descriptions, their applications in course development, and corresponding web links. These sources collectively ensure that the Nail Technician I-III courses are aligned with industry standards, regulatory requirements, and best practices in Nail Technician education:

1. **Milady Standard Nail Technology, 8th Edition**

- A. **Description:** This textbook is a comprehensive guide for nail technology education, covering topics such as anatomy and physiology, infection control, nail care techniques, nail enhancements, and salon management.
- B. **Usage:** The textbook is used as the primary resource for developing course standards, providing foundational and advanced knowledge necessary for nail technician practices. It ensures alignment with industry practices and supports preparation for licensure exams.
- C. **Source:** Milady Standard Nail Technology, 8th Edition:
<https://www.miladytraining.com/pages/milady-textbooks#nails>

2. **Pivot Point Fundamentals: Nails**

- A. **Description:** This curriculum provides a detailed exploration of nail technology concepts, including client consultation, nail care services, infection control, and advanced nail art techniques. It emphasizes critical thinking and technical mastery.
- B. **Usage:** Pivot Point Fundamentals: Nails is used to support the standards with practical and theoretical content, ensuring students gain hands-on experience and meet licensing exam requirements.
- C. **Source:** Pivot Point Fundamentals: Nails: <https://www.pivot-point.com/product/pivot-point-fundamentals-nails-complete-book-set/>

3. **Maryland's Code of Regulations for Nail Technician Services (COMAR 09.22.03.05)**

- A. **Description:** This regulation outlines the specific requirements for nail technician practices in Maryland, including infection control, licensing, and legal standards.
- B. **Usage:** The regulation serves as a critical reference for aligning course standards with Maryland's legal requirements and preparing students for licensure in the state.
- C. **Source:** COMAR: 09.22.03.05: <https://dsd.maryland.gov/regulations/Pages/09.22.03.05.aspx>

4. **Maryland Board of Cosmetology Licensing Requirements**

- A. **Description:** These requirements provide detailed information about the licensing process for nail technicians in Maryland, including education, examinations, and professional conduct.
- B. **Usage:** The requirements inform the standards to ensure that students meet the necessary qualifications and are fully prepared for the Maryland Limited Nail Technician licensing exam.
- C. **Source:** [Maryland Board of Cosmetology Licensing Requirements](#)

Course Descriptions

Course Level	Course Information	Description
Required Core: Course 1	Nail Technician I SCED: <XX> Grades: 9-12 Prerequisite: None Credit: 1	Nail Technician I introduces students to the foundational principles and practices of nail technology, emphasizing health and safety, client interaction, and basic technical skills. Students will learn about the history of nail technology, anatomy and physiology of the skin and nails, and the fundamentals of infection control.
Required Core: Course 2	Nail Technician II SCED: <XX> Grades: 10-12 Prerequisite: Nail Technician I Credit: 1	Nail Technician II builds on the foundational skills developed in Nail Technician I, introducing advanced techniques and services to prepare students for professional practice. Students will expand their knowledge of infection control, nail disorders, and skin conditions while mastering advanced manicuring, pedicuring, and nail enhancement techniques, such as acrylics, gels, and wraps.
Optional Flex: Course 1	Nail Technician III SCED: <XX> Grades: 11-12 Prerequisite: Nail Technician I and II Credit: 1	Nail Technician III serves as the capstone course in the Nail Technician program, focusing on advanced technical skills, professional practices, and licensure preparation. Students will master advanced nail enhancement techniques, intricate nail art designs, and therapeutic spa services while refining their client consultation and service customization abilities.
Optional Flex: Course 2	Career Connected Learning I SCED: <XX> Grades: 11-12 Prerequisite: Nail Technician I and II Credit: 1	This flexible, work-based learning course introduces students to real-world applications of classroom knowledge and technical skills through on-the-job experiences and reflective practice. Students engage in career exploration, skill development, and professional networking by participating in youth apprenticeships, registered apprenticeships, pre-apprenticeships, internships, capstone projects, or other approved career-connected opportunities. Variable credit (1–3) accommodates the required on-the-job training hours and related instruction. By integrating industry standards, employability skills, and personalized learning goals, Career Connected Learning I equips students to make informed career decisions, develop a professional portfolio, and build a strong foundation for success in postsecondary education, training, or the workforce.

Course Level	Course Information	Description
Optional Flex: Course 3	Career Connected Learning II SCED: <XX> Grades: 11-12 Prerequisite: Career Connected Learning I Credit: 1	Building on the foundational experiences of Career Connected Learning I, this advanced work-based learning course provides students with deeper on-the-job practice, leadership opportunities, and refined career exploration. Students continue to enhance their technical and professional skills, expanding their industry networks and aligning personal goals with evolving career interests. Variable credit (1–3) remains aligned with the required training hours and related instruction. Through elevated responsibilities and skill application, Career Connected Learning II prepares students to confidently transition into higher-level postsecondary programs, apprenticeships, or the workforce.

Dual Enrollment and Career Connected Learning Experiences Must be Aligned to the CTE Core.

Industry-Recognized Credentials and Work-Based Learning

Industry-Recognized Credentials - - The standards in this document are aligned to the following certifications:

By the end of Nail Technician II: Limited Nail Technician

Work-Based Learning Examples and Resources

Nail Technician I: Career Awareness	Nail Technician II: Career Preparation	Nail Technician III: Career Exploration
<ul style="list-style-type: none">• Industry Visits• Guest Speakers• Participation in Career and Technical Student Organizations• Postsecondary Visits – Program Specific Site Tours• Mock Interviews	<ul style="list-style-type: none">• All of Career Awareness plus the following:• Job Shadow• Paid and Unpaid Internships	<ul style="list-style-type: none">• Paid and Unpaid Internships• Apprenticeships

Labor Market Information: Definitions and Data

Labor market information (LMI) plays a crucial role in shaping Career and Technical Education (CTE) programs by providing insights into industry demands, employment trends, and skills gaps. This data helps education leaders assess the viability of existing programs and identify opportunities for new offerings. By aligning CTE programs with real-time labor market needs, schools can better prepare students for in-demand careers and ensure that resources are effectively used to support pathways that lead to high-quality, sustainable employment.

Standard Occupational Code (SOC) and Aligned Industry:

Indicator	Definition	Pathway Labor Market Data
High Wage¹	Those occupations that have a 25th percentile wage equal to or greater than the most recent MIT Living Wage Index for one adult in the state of Maryland, and/or leads to a position that pays at least the median hourly or annual wage for the DC-VA-MD-WV Metropolitan Statistical Area (MSA). <i>Note: A 25th percentile hourly wage of \$24.74 or greater is required to meet this definition.</i>	Standard Occupational Code: 39-5092: Manicurists and Pedicurists Hourly Wage/Annual Salary: 25 th Percentile: \$15.37 / \$31,970.00 50 th Percentile: \$17.03 / \$35,422.00 75 th Percentile: \$20.56 / \$42,765.00
High Skill	Those occupations located within the DC-VA-MD-WV Metropolitan Statistical Area (MSA) with the following education or training requirements: completion of an apprenticeship program; completion of an industry-recognized certification or credential; associate's degree, bachelor's degree, or higher.	Typical Entry-Level Education: Manicurists and pedicurists must complete a state-approved cosmetology or nail technician program and pass the state boards examinations for nail technicians.
In-Demand	Annual growth plus replacement, across all Maryland occupations, is <u>405</u> openings between 2024-2029.	Annual Openings

¹ Living Wage Calculator: <https://livingwage.mit.edu/states/24>

Labor Market Information Data Source

Lightcast Q4 2024 Data Set. Lightcast occupation employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Lightcast earnings by industry. Foundational data for the state of Maryland is collected and reported by the Maryland Department of Labor.

Methodology for High Wage Calculations

To combine labor market data across multiple Standard Occupational Classifications (SOCs), a weighted average approach was used to ensure accurate representation of the marketplace. Median wages for each SOC were weighted based on their respective employment levels, reflecting the relative demand for each occupation. This method ensures that occupations with higher employment contribute proportionately to the overall wage calculation. Additionally, job openings from all relevant SOCs were summed to determine the total projected demand. For example, if Mechanical Engineers account for 67% of total employment and Electrical Engineers for 33%, their respective wages are weighted accordingly, and job openings are aggregated to provide a comprehensive view of labor market opportunities. This approach delivers a balanced and accurate representation of both wages and employment demand for the program.

Methodology for In-Demand Calculations

The baseline for annual job openings, taking into account new positions and replacement positions, was determined by taking the average of all annual job openings between 2024 and 2029 across all 797 career sectors at the 5-digit SOC code level. For the 2024-2029 period, average job openings (growth + replacement) is 405.

Course Standards: Nail Technician I

1. GENERAL REQUIREMENTS. This course is recommended for students in Grades 9-12.

2. INTRODUCTION

- A. Career and Technical Education (CTE) instruction provides content aligned with challenging academic standards and relevant technical knowledge and skills for students to further their education and succeed in current or emerging professions.
- B. The Healthcare and Human Services Career Cluster encompasses careers for in-home and personal care support and offer esthetics and wellness services such as hairdressing, nail care, skincare, fitness, and massage therapy. Professionals in this field focus on enhancing personal appearance and promoting relaxation and well-being while remaining grounded in a thorough understanding of health and safety practices.
- C. The Careers in Nail Technician Services Program is a comprehensive sequence of courses designed to prepare students for careers in the nail technology industry and success on Maryland's Limited Nail Technician licensing exam. Students begin with foundational knowledge in health and safety practices, nail and skin anatomy, and basic manicuring and pedicuring techniques. As they progress, students develop advanced skills in nail enhancements, intricate nail art, and therapeutic spa services while gaining expertise in client consultation and troubleshooting. The program integrates academic concepts, professional communication, and business practices, culminating in mastery of salon management and entrepreneurship. With a focus on Maryland-specific regulations and extensive hands-on practice, this program equips students with the technical proficiency, professional knowledge, and confidence needed to excel as licensed nail technicians.
- D. Nail Technician I provides students with hands-on practice where they develop skills in basic manicuring, pedicuring, and nail art techniques while gaining an understanding of Maryland's Code of Regulations for Nail Technician Services. This course prepares students to build a strong foundation in nail care and sanitation, beginning their journey toward Maryland's Limited Nail Technician licensing exam.
- E. Students will participate in at least two Career-Connected Education and Work-Based Learning experiences in this course, which might include informational interviews or job shadowing relevant to the program of study.
- F. Students are encouraged to participate in extended learning experiences through aligned Career and Technical Student Organizations (CTSOs). CTSOs are a cocurricular requirement in the Carl D. Perkins Act, and alignment to CTSO activities is an expectation for CTE programs in the state of Maryland.

3. KNOWLEDGE AND SKILLS

- A. **The student demonstrates the necessary skills for career development, maintenance of employability, and successful completion of course outcomes. The student is expected to:**
 - 1. Identify and demonstrate positive work behaviors that enhance employability and job advancement, such as regular attendance, promptness, proper attire, maintenance of a clean and safe work environment, and pride in work.
 - 2. Demonstrate positive personal qualities such as flexibility, open-mindedness, initiative, active listening, and a willingness to learn.
 - 3. Employ effective reading, writing, and technical documentation skills.

4. Solve problems using critical thinking techniques and structured troubleshooting methodologies.
 5. Demonstrate leadership skills and collaborate effectively as a team member.
 6. Implement safety procedures, including proper use of software and following privacy guidelines.
 7. Exhibit an understanding of legal and ethical responsibilities in the personal services field, following copyright laws and regulations.
 8. Demonstrate time-management skills and the ability to prioritize tasks in a technical setting.
- B. The student identifies various career pathways in the personal care service field. The student is expected to:**
1. Develop a career plan that includes the necessary education, certifications, job skills, and experience for specific roles in nail technician services.
 2. Create a professional resume and portfolio that reflect skills, projects, certifications, and recommendations.
 3. Demonstrate effective interview skills for roles in personal care service fields.
- C. The student develops technology and digital literacy skills. The student is expected to:**
1. Use technology as a tool for research, organization, communication, and problem-solving.
 2. Use digital tools, including computers, mobile devices, collaboration platforms, and cloud services, to access, manage, and create information.
 3. Demonstrate proficiency in using emerging and industry-standard technologies, including nail technician skills and applying creative techniques to create healthy and visually appealing manicures and pedicures.
 4. Understand ethical and legal considerations for technology use, including the principles of data protection, copyright, and responsible technology use.
- D. The student integrates core academic skills into nail technician services. The student is expected to:**
1. Use clear verbal and written communication during client consultations and documentation of service outcomes.
 2. Write and maintain sanitation logs and service records in accordance with Maryland regulations.
 3. Read and interpret industry texts, such as sanitation guidelines and anatomy references.
 4. Apply basic math skills to measure and mix nail products accurately.
 5. Use proportional reasoning for shaping and designing nail art.
- E. The student demonstrates foundational knowledge and skills necessary for practicing nail technician services. The student is expected to:**
1. Explain the history and career opportunities within the nail technology industry.
 2. Recognize the structure, composition, and functions of the skin and nails, integrating concepts from curricular resources
 3. Use proper consultation techniques to determine client needs, preferences, and any contraindications for services.
 4. Outline Maryland Board of Cosmetology licensing requirements and describe the process for obtaining a Limited Nail Technician license.

-
- F. **The student applies technical skills to perform basic nail care services. The student is expected to:**
1. Demonstrate proper techniques for manicuring, including shaping, cuticle care, and polishing.
 2. Perform pedicure services, including soaking, exfoliation, and nail care, while maintaining client safety and comfort.
 3. Practice basic nail art techniques, such as striping and color layering, to enhance service offerings.
- G. **The student demonstrates knowledge and application of infection control and safety practices. The student is expected to:**
1. Identify and apply infection control measures, including proper sanitation, sterilization, and disinfection practices in accordance with Maryland's Code of Regulations for nail technician services.
 2. Set up and break down a workstation according to health and safety standards, ensuring compliance with state regulations.
- H. **The student demonstrates knowledge of salon operations and management practices. The student is expected to:**
1. Explain the importance of salon management practices, including client scheduling, inventory control, and record-keeping.
 2. Identify professional and ethical responsibilities of a nail technician, including confidentiality and client trust.

Course Standards: Nail Technician II

1. **GENERAL REQUIREMENTS.** This course is recommended for students in Grades 10-12.
2. **INTRODUCTION**
 - A. Career and Technical Education (CTE) instruction provides content aligned with challenging academic standards and relevant technical knowledge and skills for students to further their education and succeed in current or emerging professions.
 - B. The Healthcare and Human Services Career Cluster encompasses careers for in-home and personal care support and offer esthetics and wellness services such as hairdressing, nail care, skincare, fitness, and massage therapy. Professionals in this field focus on enhancing personal appearance and promoting relaxation and well-being while remaining grounded in a thorough understanding of health and safety practices.
 - C. The Careers in Nail Technician Services Program is a comprehensive sequence of courses designed to prepare students for careers in the nail technology industry and success on Maryland's Limited Nail Technician licensing exam. Students begin with foundational knowledge in health and safety practices, nail and skin anatomy, and basic manicuring and pedicuring techniques. As they progress, students develop advanced skills in nail enhancements, intricate nail art, and therapeutic spa services while gaining expertise in client consultation and troubleshooting. The program integrates academic concepts, professional communication, and business practices, culminating in mastery of salon management and entrepreneurship. With a focus on Maryland-specific regulations and extensive hands-on practice, this program equips students with the technical proficiency, professional knowledge, and confidence needed to excel as licensed nail technicians.
 - D. Nail Technician II places emphasis on client consultation, troubleshooting service challenges, and exploring state-specific regulatory requirements. This course deepens technical proficiency and integrates advanced business concepts, further preparing students for the Maryland Limited Nail Technician licensing exam.
 - E. Students will participate in at least two Career-Connected Education and Work-Based Learning experiences in this course, which might include informational interviews or job shadowing relevant to the program of study.
 - F. Students are encouraged to participate in extended learning experiences through aligned Career and Technical Student Organizations (CTSOs). CTSOs are a cocurricular requirement in the Carl D. Perkins Act, and alignment to CTSO activities is an expectation for CTE programs in the state of Maryland.
3. **KNOWLEDGE AND SKILLS**
 - A. **The student demonstrates the necessary skills for career development, maintenance of employability, and successful completion of course outcomes. The student is expected to:**
 1. Identify and demonstrate positive work behaviors that enhance employability and job advancement, such as regular attendance, promptness, proper attire, maintenance of a clean and safe work environment, and pride in work.
 2. Demonstrate positive personal qualities such as flexibility, open-mindedness, initiative, active listening, and a willingness to learn.
 3. Employ effective reading, writing, and technical documentation skills.
 4. Solve problems using critical thinking techniques and structured troubleshooting methodologies.

5. Demonstrate leadership skills and collaborate effectively as a team member.
 6. Implement safety procedures, including proper use of software and following privacy guidelines.
 7. Exhibit an understanding of legal and ethical responsibilities in the personal services field, following copyright laws and regulations.
 8. Demonstrate time-management skills and the ability to prioritize tasks in a technical setting.
- B. The student identifies various career pathways in the personal care service field. The student is expected to:**
1. Develop a career plan that includes the necessary education, certifications, job skills, and experience for specific roles in nail technician services.
 2. Create a professional resume and portfolio that reflect skills, projects, certifications, and recommendations.
 3. Demonstrate effective interview skills for roles in personal care service fields.
- C. The student develops technology and digital literacy skills. The student is expected to:**
1. Use technology as a tool for research, organization, communication, and problem-solving.
 2. Use digital tools, including computers, mobile devices, collaboration platforms, and cloud services, to access, manage, and create information.
 3. Demonstrate proficiency in using emerging and industry-standard technologies, including nail technician skills and applying creative techniques to create healthy and visually appealing hairstyles.
 4. Understand ethical and legal considerations for technology use, including the principles of data protection, copyright, and responsible technology use.
- D. The student integrates core academic skills into nail technician services. The student is expected to:**
1. Use clear verbal and written communication during client consultations and documentation of service outcomes.
 2. Write and maintain sanitation logs and service records in accordance with Maryland regulations.
 3. Read and interpret industry texts, such as sanitation guidelines and anatomy references.
 4. Apply basic math skills to measure and mix nail products accurately.
 5. Use proportional reasoning for shaping and designing nail art.
- E. The student demonstrates advanced knowledge and skills necessary for practicing nail technician services. The student is expected to:**
1. Apply advanced infection control measures, including safe handling and disposal of hazardous materials, in compliance with Maryland's Code of Regulations for Nail Technician Services.
 2. Analyze complex nail and skin disorders, diseases, and contraindications, and determine appropriate actions based on Maryland regulations.
 3. Demonstrate proficiency in performing advanced manicuring and pedicuring techniques, including specialized tools and procedures.
 4. Implement client consultation techniques to address unique client needs and preferences while maintaining professional standards.
 5. Integrate Maryland Board of Cosmetology licensing requirements into professional practices, ensuring compliance with state-specific regulations.

F. The student applies technical skills to perform nail enhancements and specialized services.**The student is expected to:**

1. Demonstrate proper techniques for applying and maintaining nail enhancements, including acrylics, gels, and nail wraps.
2. Perform advanced nail art techniques, including 3D designs, encapsulations, and intricate patterns, while ensuring client satisfaction.
3. Troubleshoot common issues with nail enhancements and repairs, ensuring adherence to safety and quality standards.
4. Explore advanced pedicure services, such as spa treatments and therapeutic techniques, to enhance client relaxation and well-being.

G. The student integrates academic and professional communication skills into nail technician practices. The student is expected to:

1. Apply English language skills to document advanced client consultations, service outcomes, and product usage records.
2. Use mathematical concepts to calculate ratios and proportions when mixing advanced nail products and enhancement materials.
3. Demonstrate professional verbal and nonverbal communication techniques during client interactions, focusing on customer service excellence.

H. The student demonstrates knowledge of salon management and business practices. The student is expected to:

1. Develop strategies for inventory control, budgeting, and product selection tailored to nail technician services.
2. Explore marketing and client retention techniques, including social media promotion and customer loyalty programs.
3. Discuss the role of entrepreneurship and ownership in nail technician careers, including legal and financial considerations.

I. The student demonstrates preparation for the Maryland Limited Nail Technician licensing exam. The student is expected to:

1. Review state-specific theory and practical content covered in the licensing exam, focusing on advanced topics.
2. Practice completing mock practical exams under timed conditions to build proficiency and confidence.
3. Analyze case studies and scenarios related to Maryland regulations to reinforce legal and ethical decision-making.

Course Standards: Nail Technician III

1. **GENERAL REQUIREMENTS.** This course is recommended for students in Grades 10-12.
2. **INTRODUCTION**
 - A. Career and Technical Education (CTE) instruction provides content aligned with challenging academic standards and relevant technical knowledge and skills for students to further their education and succeed in current or emerging professions.
 - B. The Healthcare and Human Services Career Cluster encompasses careers for in-home and personal care support and offer esthetics and wellness services such as hairdressing, nail care, skincare, fitness, and massage therapy. Professionals in this field focus on enhancing personal appearance and promoting relaxation and well-being while remaining grounded in a thorough understanding of health and safety practices.
 - C. The Careers in Nail Technician Services Program is a comprehensive sequence of courses designed to prepare students for careers in the nail technology industry and success on Maryland's Limited Nail Technician licensing exam. Students begin with foundational knowledge in health and safety practices, nail and skin anatomy, and basic manicuring and pedicuring techniques. As they progress, students develop advanced skills in nail enhancements, intricate nail art, and therapeutic spa services while gaining expertise in client consultation and troubleshooting. The program integrates academic concepts, professional communication, and business practices, culminating in mastery of salon management and entrepreneurship. With a focus on Maryland-specific regulations and extensive hands-on practice, this program equips students with the technical proficiency, professional knowledge, and confidence needed to excel as licensed nail technicians.
 - D. Nail Technician III emphasizes salon management, entrepreneurship, and legal compliance, including developing a comprehensive business plan. Students will complete mock exams, review Maryland-specific regulations, and demonstrate readiness for the Maryland Limited Nail Technician licensing exam. This course equips students for success in professional nail technology careers.
 - E. Students will participate in at least two Career-Connected Education and Work-Based Learning experiences in this course, which might include informational interviews or job shadowing relevant to the program of study.
 - F. Students are encouraged to participate in extended learning experiences through aligned Career and Technical Student Organizations (CTSOs). CTSOs are a cocurricular requirement in the Carl D. Perkins Act, and alignment to CTSO activities is an expectation for CTE programs in the state of Maryland.
3. **KNOWLEDGE AND SKILLS**
 - A. **The student demonstrates the necessary skills for career development, maintenance of employability, and successful completion of course outcomes. The student is expected to:**
 1. Identify and demonstrate positive work behaviors that enhance employability and job advancement, such as regular attendance, promptness, proper attire, maintenance of a clean and safe work environment, and pride in work.
 2. Demonstrate positive personal qualities such as flexibility, open-mindedness, initiative, active listening, and a willingness to learn.
 3. Employ effective reading, writing, and technical documentation skills.

4. Solve problems using critical thinking techniques and structured troubleshooting methodologies.
 5. Demonstrate leadership skills and collaborate effectively as a team member.
 6. Implement safety procedures, including proper use of software and following privacy guidelines.
 7. Exhibit an understanding of legal and ethical responsibilities in the personal services field, following copyright laws and regulations.
 8. Demonstrate time-management skills and the ability to prioritize tasks in a technical setting.
- B. The student identifies various career pathways in the personal care service field. The student is expected to:**
1. Develop a career plan that includes the necessary education, certifications, job skills, and experience for specific roles in nail technician services.
 2. Create a professional resume and portfolio that reflect skills, projects, certifications, and recommendations.
 3. Demonstrate effective interview skills for roles in personal care service fields.
- C. The student develops technology and digital literacy skills. The student is expected to:**
1. Use technology as a tool for research, organization, communication, and problem-solving.
 2. Use digital tools, including computers, mobile devices, collaboration platforms, and cloud services, to access, manage, and create information.
 3. Demonstrate proficiency in using emerging and industry-standard technologies, including nail technician skills and applying creative techniques to create healthy and visually appealing hairstyles.
 4. Understand ethical and legal considerations for technology use, including the principles of data protection, copyright, and responsible technology use.
- D. The student integrates core academic skills into nail technician services. The student is expected to:**
1. Develop professional portfolios, including service documentation, client feedback, and photos of work.
 2. Write detailed responses for mock exams to prepare for Maryland's Limited Nail Technician licensing exam.
 3. Research and present findings on industry trends and innovations.
 4. Create financial projections for a salon business, including startup costs and profit margins.
 5. Calculate advanced service pricing models, incorporating labor and material costs.
 6. Design and execute mathematically precise nail art and structural enhancements.
 7. Explore advanced techniques for nail restoration and repair using scientific principles.
 8. Understand the impact of prolonged chemical exposure on technicians and clients.
 9. Implement sustainability practices in salon management, such as eco-friendly product choices.
- E. The student demonstrates mastery of nail technology knowledge and skills necessary for professional practice and licensing. The student is expected to:**
1. Apply advanced infection control techniques, including creating and maintaining a comprehensive salon sanitation plan that adheres to Maryland's Code of Regulations for Nail Technician Services.

2. Evaluate complex nail and skin conditions to recommend and perform appropriate treatments or refer clients to healthcare professionals as required by Maryland regulations.
 3. Demonstrate mastery of advanced manicuring and pedicuring services, focusing on precision, efficiency, and client satisfaction.
 4. Conduct comprehensive client consultations to create individualized service plans, addressing health, aesthetic goals, and contraindications.
- F. **The student performs advanced nail enhancements and specialty services to meet professional standards. The student is expected to:**
1. Execute advanced nail enhancement techniques, including custom sculpting, rebalancing, and repair of acrylics, gels, and other materials.
 2. Create intricate and innovative nail art designs, utilizing advanced tools and techniques to reflect current industry trends.
 3. Troubleshoot and resolve complex service issues, such as enhancement lifting, cracking, or improper adhesion, ensuring high-quality results.
 4. Provide advanced spa and therapeutic pedicure treatments, incorporating relaxation techniques and high-end services.
- G. **The student integrates academic and professional communication skills into advanced nail technician practices. The student is expected to:**
1. Document detailed client records, including service history, product usage, and post-service care recommendations, in accordance with Maryland regulations.
 2. Use advanced mathematical concepts to calculate cost analysis for services and inventory control.
 3. Exhibit exceptional customer service and interpersonal communication skills, including managing difficult client interactions professionally.
- H. **The student demonstrates advanced salon management and entrepreneurial skills. The student is expected to:**
1. Develop a business plan for a nail salon, including budgeting, marketing, and operational strategies.
 2. Explore advanced client retention strategies, such as loyalty programs, service packaging, and referral incentives.
 3. Analyze legal and regulatory considerations for opening and operating a salon in Maryland, including licensing, insurance, and workplace safety requirements.
- I. **The student demonstrates readiness for Maryland's Limited Nail Technician licensing exam. The student is expected to:**
1. Review and apply all theory and practical skills required for the licensing exam, ensuring proficiency in Maryland-specific regulations and practices.
 2. Complete timed mock exams that simulate the licensing test environment, focusing on accuracy, efficiency, and compliance with exam protocols.
 3. Reflect on and refine performance through feedback from mock exam evaluations to ensure readiness for professional licensure.

Course Standards: Career Connected Learning I and II

Career connected learning is an educational approach that integrates classroom instruction with real-world experiences, enabling high school students to explore potential careers and develop relevant skills before graduation. By participating in work-based learning opportunities—such as apprenticeships, internships, capstone projects, and school-based enterprises—students apply academic concepts in authentic settings, gain practical industry knowledge, and build professional networks. This hands-on engagement helps students connect their studies to future career paths, strengthens their problem-solving and communication skills, and supports a smoother transition into college, vocational programs, or the workforce.

All Career and Technical Education Programs of Study include aspects of work-based learning, and almost all of the programs include two Career Connected Learning (CCL) courses. Below are the course descriptions for CCL I and CCL II. [The CCL standards can be found via this link:](#)