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Name and Module Code: Employability and Career Development (LCM4005_LON)

Assignment title: Reflective Essay

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Compere Job Adverts

Task 1:

Selection of Job Adverts

For nail-technician job adverts were reviewed from a mixture of salons and beauty studios within the UK. These included

- A high-street nail bar specialising in acrylics and gel services.
- A luxury spa offering holistic beauty treatments.
- A prosses valid certification as a Nail Technician (NVQ level 2 or similar)
- A boutique salon focusing on nail artistry and advanced design techniques.

Identification of Key Skills

Across the four adverts, several common skills and knowledge areas were consistently highlighted. The most frequent requirement was technical proficiency in nail treatments, particularly gel polish, acrylic extensions, infills, nail shaping, safe removal, and nail health awareness. These skills directly align with the competencies outlined professional nail qualification (VTCT,2021). All adverts emphasised an understanding of health and safety practices, including infection control, correct sterilisation of tools, and adherence to hygiene regulations (Habia,2023).

Strong customer-service skills appeared in every advert, reflecting the client-focused nature of the profession. This included the ability to communicate politely, consult with clients about their preferences, manage expectations, and create a welcoming salon atmosphere. Additionally, three of the adverts requested sales or retail skills, especially the ability to recommend aftercare products or additional services.

Another repeated requirement was creativity and attention to detail. Employers sough technicians who could produce neat, attractive work consistently and who kept up to date with current nail trends such as nail art techniques, seasonal designs, and new product ranges. Also, some of them require a Certification as a Nail Technician like level 2, so they can cover the salon requirements. Two adverts also valued digital skills, such as using booking systems or helping to promote the business on social media platforms.

Overall, the analysis highlighted that successful nail technicians need the combination of practical skills, hygiene knowledge, customer-service competence, and creativity, with additional valued placed on professionalism and the ability to work independently

Self-Assessment

Task 2:

Using a SWOT analysis, I evaluated my current strengths and require further development within the context of becoming a nail technician.

Strengths:

A key personal strength is creativity, particularly my interest in colours, patterns, and artistic details. This aligns well with the nail industry, where design skills and innovation are highly valued. I am also patient and meticulous, which enables me to work carefully and maintain high standards of precision. I also enjoy taking care for others and make them feel valuable. My interpersonal skills are another strength; I enjoy building rapport with clients, listening to their preferences and providing a positive customer service.

Weaknesses:

A major area for improvement is my limited experience with advanced nail systems such as acrylic sculpting and e-file use. Although I have basic manicure knowledge, I need structured training to build technical confidence. I also recognise that my time-management skills can be improved, particularly when completing treatments. Another weakness is my limited business and social-media marketing knowledge, which is important for growing a client base.

Opportunities:

The beauty industry continues to expand, offering opportunities to specialise in niche areas such as nail art, gel-X extensions, or luxury spa manicure services. There are also accessible courses for beginners and professionals through training schools and online platforms. Additionally, demand for mobile nail technicians has grown, offering potential for flexible and independent work.

Threats:

The main threats include competition from experienced technicians and the rapid pace of trends within the industry. Without developing strong technical skills, it may be challenging to stand out. Economic factors can also influence client's spending on beauty treatments. Also, failure to follow professional and hygiene standards could negatively impact clients' trust and employability (NHBF, 2020).

Evidence of Readiness

I can provide several examples that demonstrate my readiness for employability and personal advancement. Academically, I have successfully completed coursework that required organisation, time-management, and reflective practice-skills that transfer directly to professional environments. I have also volunteered at community events, which developed my communication abilities and confidence when interacting with diverse groups.

In addition, I have practiced basic nail-care techniques on peers, receiving positive feedback on my practice, hygiene awareness, and attention to detail. This experience helped me understand client consultation, safe practice, and importance of maintaining professionalism. Feedback from mentors and peers suggests that I am approachable, reliable, and willing to learn-quality valued in salon environment (SkillsActive,2022).

Together, these experiences demonstrate that I possess the foundational qualities required for employability, and with future training I will be ready to advance within the nail-technical profession.

Employment Goals

Task 3:

Set Employment Goals

Based on the weaknesses identified in my SWOT analysis, I have created both short-term and long-term employment goals.

Short-Term Goals (next 6-12 months)

1. Complete an accredited Level 2 Nail Technician course to gain essential skills in manicure, gel polish, acrylics and nail health.
2. Build confidence by practising treatments regularly on friends, family, or models.
3. Improve my time-management skills by timing practice sessions and working towards industry-standard treatment durations.
4. Develop a basic understanding of marketing by learning how to create professional social-media content.

Long-term (1-3 years)

1. Gain employment in reputable salon to further develop experience and professional confidence.
2. Complete advanced training in specialised areas such as e-file manicure, gel-X extensions, or intricate nail art.
3. Build a strong client portfolio through before-and-after photos and positive client feedback.
4. Work towards becoming a self-employed or mobile nail technician, with the aim of eventually opening a small studio.

These goals are important because they align with my long-term aspiration to establish a stable career within the beauty industry. Achieving technical competence and building a client base will give me both the confidence and financial sustainability needed to progress.

Personal Development Plan

To address my weaknesses, I have developed the following plan with specific actions, timelines, and measures of progress.

Development Area	Action	Timeline	Recourse Needed	Progress Measurement
Technical skills (acrylics, gel polish)	Enrol in a Level 2 Technician course	Within 3 months	Course fees, training materials	Completion certificate, tutor feedback
Time management	Rub timed practice sessions to meet standards	Ongoing	Time, practice models	Treatment time recorded weekly
Marketing and digital skills	Complete an online beginner social media marketing course	Within 6 months	Online learning platform	Creation of a professional Instagram portfolio
Confidence and client experience	Practice on 2-3 modules per week	Ongoing for 12 months	Volunteer models, products	Before-and-after photos, client feedback

By following this plan, I will be able to strengthen my technical abilities, improve my organisation, and build the skills necessary for long-term career success as nail technician.

Reference

Habia, 2023. Nail Services National Occupational Standards. Hair and Beauty industry Authority.

NHBF, 2020. Professional Standards for Nail Technicians. National Hair & Beauty Federation.

SkillsActive, 2022. Beauty Sector Skills and Employability Report. SkillsActive UK.

VTCT, 2021. Level 2 Nails Technician Qualification Specification. Vocation Training Charitable Trust.