

### CXC Salon and Training Academy

How did you become successful?

- Perseverance hard work positive mindset, compete with no one other than yourself! Refer to the law of attraction! It is invaluable!

How did your business start?

- Apprenticeship realised that wasn't enough money for my goals so took the plunge and qualified in other areas of the industry and laid the first stepping stone to building my Empire and became self-employed

How is your business coping with covid?

- My business is coping well because I do everything by the book. I am part of the small minority of people who declare everything therefore I have been within the threshold of receiving government grants and funding. I also am now able to train therefore I am spending my time training students to earn an income

How long did it take you to get to where you are?

- I started my journey when I left school six years ago however in the first 12 months I managed to upgrade my income from £150 per week to £800-£1000 per week.

Is this just nail based? Or are there further beautician opportunities?

- currently we only offer nail training courses but within the next 2 to 3 months we will be expanding and moving bases to enable us to offer a wider range of beauty courses

Did you take A Levels? What did you do?

- I did not take A-levels as exams weren't for me. I suffer with anxiety and find it hard to focus in an exam environment so when I left school I enrolled onto an apprenticeship in hairdressing and that's where my journey started. I then progressed and qualified in other areas of the beauty industry which in turn opened the foundations of my empire building!

How much money do you spend a year on resources/materials?

- I am a big spender :) therefore can spend £20,000-£30,000 a year on stock however remember this is divided between three separate businesses (my Academy, wholesale and beauty services) that might seem like a lot of money however, this is an investment into my future! When I first opened CXC, I spent £1,000-£2000 a year on essential stock to work, which built me a booming business. I can afford to spend more as I am earning more. the more you put in the more you get out

What is the hardest part of your job?

- The hardest part of my job now would be the admin side of running three successful businesses. When I first began CXC the hardest part of my job would be finding the confidence to talk to strangers whilst I completed their services! As I said before I struggle with anxiety sometimes and making small talk with strangers scared me more than my job itself. Communicating does however very quickly become 2nd nature and I actually love this side of my work now.

As well as gaining qualifications, what else do you think would help an applicant stand out?

- An artistic flair, strong mindset and persistence, good hygiene and smart appearance, easily approachable

Does your institution provide any work experience/taster sessions/virtual open days which students can access before they apply?

- currently we don't offer taster sessions however this is something we are working towards as I do believe it would benefit the business

What courses do you offer and when do your courses start? How long are the courses?

- acrylic gel toes gel fingers manicure electric filing builder gel advanced training
- Courses vary from half a day to a full two days
- We have confirmed 2021 course dates until July this can be found on our website and social media pages (these will also now expand to more courses once my additional venue is fully open!

Are all of your courses Level 2/3 courses or do you also do Higher Level or Degree Apprenticeships?

- currently our courses are level 2/3 but we are looking to offer higher level courses which can be completed through college

What are the benefits of apprenticeships?

- We do not currently offer apprenticeships but will be happy to give advice and answer any questions you have! As an ex apprentice myself, I am conversant with apprenticeships
- Apprenticeships enable you to earn whilst you learn, this is a crucial part of becoming a successful entrepreneur
- You get a hands-on experience therefore when qualified you've worked within the industry, know roughly how it works and are one step forward compared to classroom qualified students
- I know from personal experience any employer would much prefer to take on an employee who has hands on experience

What is the likelihood of being offered a job after completion of an apprenticeship?

- I can only comment on my personal experience and I was offered the job before completing my apprenticeship as they could see the talent and drive I had to become successful
- My advice to you would be put in just as much as you want to get out and you will never fail
- Good things in life don't come easy and easy things in life are never as good as you want them to be

How many GCSEs do I need and what are the average entry requirements for an apprenticeship?

- I couldn't answer this and be 100% certain however I do believe the only entry requirements or GCSEs you need to complete an apprenticeship are basic English and maths
- In addition, there are units which can be added to your apprenticeship to obtain the relevant qualifications if you did not manage to complete these in school

What is the pay like for an apprentice? What is the pay like once you have qualified?

- when I was an apprentice the pay was £3.60 per hour and I worked 35 to 40 hour weeks. Once qualified and becoming self-employed within 12 months I had changed £150 per week to £800-£1000 per week

How many hours do you spend working and how many hours do you spend training/learning?

- you work and learn on the job I had three hours per week set aside for theory training with my Academy however this was also practical learning not just theory. The remainder of my time was spent on the salon floor completing jobs such as colouring, cutting, washing, cleaning, tea making, booking appointments, answering the phone etc.

What is the dress code?

- Smart casual at my salon but some salons do insist on a uniform.

Is it competitive to get an apprenticeship, what would make the ideal candidate?

- I guess it can be! However, do not compete with anyone other than yourself! Show up as your best self and believe in yourself.
- Educate yourself on the business protocol. For example, salon opening hours, salon treatments, etc. Therefore when asked questions during your interview, you are knowledgeable on that specific business, which demonstrates your enthusiasm and interest! This will impress any employer! Also, do not be afraid to ask questions! This also demonstrates your desire to fully understand

your potential employers' business, which in itself is actually a compliment to the company and will go down very well!