



Hairstylists Association for Individual Rehabilitation

"Caring is our style"

I. INTRODUCTION

H.A.I.R. was founded to provide a comprehensive approach to individual rehabilitation and education through cosmetology. Services are provided to special needs citizens and juvenile delinquents.

A. Purposes and goals:

1. H.A.I.R. is dedicated to establishing and operating community based alternative education and employment facilities and providing consultation, training, and facilitative services to students and their families. These services promote and support the development of adaptive behaviors, community integration, normalization, least restrictive treatment, and placement alternatives.

2. The current proposal will be administered under the Community Alternatives Program (CAP) and the Community Normalization Program (CNP) CAP focuses on enhancing the life skills of each participant in the following areas: home, community, leisure activities, and vocational skills. This program serves individuals with disabilities and juvenile delinquents.

3. The Community Normalization Program provided structured community employment and supervised supportive work model services to participants who have problems living due to emotional and/or mental disorders.

4. Future development of H.A.I.R. programs are projected for Louisiana and the Gulf Coast States. The pace of development will be made upon demand of economic growth.

B. Mission:

1. To provide the opportunity for students to meet their maximum potential through a structured, individualized program.

2. To provide education and employment opportunities in the field of cosmetology for the disadvantaged.

C. Services:

1. One aspect of H.A.I.R. is that community resource information will be offered, in addition to free hair care, and training in grooming and hygiene. To assist the student in need of community resources, the hair stylist or assistant will have a free community information packet available. The CIP will include, but not be limited to:

- a. A list of names and phone numbers for shelters and medical care facilities.
- b. Information on how to apply for social security income, Medicaid, and other benefits.
- c. Bus fare
- d. Hair care products and personal hygiene kit.

2. Educational Opportunity- Certified Programs arranged through correspondence and external agreement with accredited schools of cosmetology will be offered to individuals as they indicate ability and interest in pursuing a career in this field.

a. Scholarship programs will be funded by Pell Grants, memberships, and sponsors.

3. H.A.I.R. will offer supported employment to students needing job skill training for disabilities not permitting them to learn without the help of a job coach. Each H.A.I.R. employees will be required to spend time on job counseling.

4. Upon entering the program, students will be instructed in job placement skills for job settings.

a. Instructors will be present at all times to assist students. Hands-on training will occur as part of the curriculum.

b. By the time our students are placed, they will be prepared to attempt to successfully start a new career.

5. The central office of H.A.I.R. will computerize client job placement in salons across the city and will maintain current records of job availability with employers.

a. Pre-employment contracts will be made with both H.A.I.R. members and non-members to assist in helping students.

1. The H.A.I.R. network will allow for priority placement of students in those salons.

II. STAFFING

Essentially all staffing patterns will reflect what is allowed by licensure and funding to impact client performance. The staff will complete training as required in this write up.

1. Advanced staff will be required to meet all state requirements for cosmetology, child care, or skills for identified service.
2. Police checks and fingerprints will be run on all applicants.
3. A social worker may be employed to do case management counseling and redirecting of individual services.
4. Behavior Management training will also be provided during employment.
 - a. H.A.I.R. will train all staff workers about the students in the Teaching Family Model. (A behavioral approach).
5. Each staff member will receive cosmetology training as well as counseling skills and job coach training.
 - a. The outcome of training will be to provide quality services and training to all students of H.A.I.R.

III. VOCATIONAL APPEAL

A. Individuals that have a handicapping condition will qualify. However, those not qualifying for funding from the Division of Rehabilitation may qualify for sponsorship, scholarship, or a tuition exemption through H.A.I.R. and its associates.

1. Funding types include funds for supported employment, Pell Grants, loans, and scholarships. (See section I part 2Ca).

IV. INTERAGENCY INVOLVEMENT

A. The attraction which H.A.I.R. offers other non-profit agencies: free hair styling, hair care products, and training in hygiene for their clients. This will take place at a neighboring salon.

1. Public and private agencies will be invited to participate in the free programs as individual agreements are made.

2. Entities such as schools, clubs, churches, scouts, etc., will be included to see if services can be provided to them.

V. COMMUNITY INTEGRATION

A. Salons located throughout the city will serve as points of employment, rehabilitation, and information centers for participants.

1. The clients served will consist of those described in the targeted population section.

a. These clients will be members of the local community surrounding the salon.

B. The maximum amount of money earned by the employee of the salon will be put back into the community by:

1. Employee spending in those areas.

2. Employing members of that local community.

3. Each salon will have a community advisory board which will promote the development of each area.

C. Staff will be encouraged to engage in Big Brother type and educational programs.

D. Community resources will be used as instructional devices.

VI. ASSESSMENT PROGRAM

A. All participants will be evaluated every 3 months to determine the effectiveness of the programs.

1. The assessment system will measure changes in the individual's self-esteem through skill acquisition and self-esteem survey.

B. The central office will assess the performance of each salon and their effectiveness every 6 months for the first year and then annually thereafter.

2. This assessment will evaluate the successfulness of client placement and community support.

a. An attempt will be made to measure any changes in self-esteem that may have occurred as a result of the programs by individuals (questionnaires).

C. Long range success will be tracked with data used to assist in the replication of this program.

D. Through cooperation with founders, clients, and staff, annual reports will be provided to interpret programmatic success into dollars spent.

VII. FINANCIAL BASIS:

A. To solidify training and funding, H.A.I.R. will contract with private, state, and federal agencies.

1. Those funds will be to demonstrate the feasibility of disadvantaged people gaining professional stature in cosmetology.

B. Developmentally disabled students will be recommended to apply for extensive VR training and above normal funding.

2. Candidates for supportive employment funding will apply to all state agencies as potential funding sources. (I.e. application to an agency which serves their disability).

C. Students may also apply for student loans, work programs, or seek personal support from H.A.I.R. and its associates.

VIII. PLACEMENT PROCESS

A. Client placement will be arranged on a continuum including the following ways:

1. Students who complete the training program will interview with associated salons.

2. Those who do not obtain jobs at their first interview will become assistants in associated salons.

a. Students who need re-training will be trained specifically in those areas of need.

3. After all attempts have been made and the client is not successfully placed, an interdisciplinary team meeting will be set to determine what the next phase of individual development for the client should be.

4. Students will be selected by using tests supplied by Voc. Rehab., State Board of Cosmetology, and client living skills curriculum tests.

5. Procedure for termination will take place if a client endangers himself/herself, others, or property.

IX. CONCLUSION:

The purpose program which H.A.I.R. is vigorously undertaking will provide these citizens with the much needed support to help them develop a sense of self-worth, belonging, and skill. Assisting one to become a wholesome, responsible, contributing citizen will improve the economic and mental health of society and the quality of life for us all.