FASHION DEPARTMENT

Advisory Board Minutes

April 23, 2019

Attending:

Miriam Martinez – HR Coordinator: All Access Apparel Clothing

Rebecca Davis-Fashion Chairperson-Cal State L.A

Nurjuahn Hernandez: Creative Director-Noire & Co.

Vera Ashley-ECC Fashion Program Coordinator

Meeting began at 6:20 p.m.

What do potential new hires need when applying for jobs at your company?

Back stage skills including technical skills, Be familiar with software. They have a hard time looking for graphic artists with a feminine style. Also, CAD artists are hard to find along with candidates who understand tech packs, costing, color cards. They use AS400 software (inventory management.)

Rebecca: There has been a change in employment laws that require companies to pay workers.

All Access Apparel users PAD, AS400 and Adobe

The Adobe suite is used for tech packs and costing.

Students have a culture shock when starting to work in the industry. Make them aware that they need a level of professional maturity It helps them to progress. They need passion and professionalism.

All Access Apparel pays interns and gives full-time ones medical and other benefits. Internships until they can assume a bigger roe.

Do you keep track of what your students are doing?

Davis: Not really, Alumni can connect. They stay in touch with each other but not so much with faculty. They use LinkedIn, Facebook, and Instagram.

Miriam: You can invite recruiters to the alumni event. They will come.

Connect with them through social medial.  Interview Issues: Resumes must show attention to detail. Being a creative person doesn’t mean you show no attention to details. It turns off a recruiter. It sends a negative message. When you go to the interview, bring a resume with you.

Having mistakes on resumes makes one ask, “How versed are you on the computer?” It is not professional to have grammar and/or spelling issues…there is a common curtesy.

Guest speakers: Some use instyle carrrers.com or style career.com

Labor Market Data from last year does not reflect the jobs we train for. No top codes they need changes.

They get entry level jobs from internship pool.

Regarding field trips: liability issues, sign release form?

All Access shows salaries on its website.

Recruitment:

Agencies charge 15% of employees’ annual rate.

Linked in costs $23K.

They use zip recruiter, stylecareers, indeed.com or they can use a campus portal for career opportunities.

New employees need to know about their benefits, when to take lunch because not doing so can cost the company a lot of money in violation of labor laws.

. Know the deadline to sign up for any benefits.