



**MEDICAL
MICROPIGMENTATION
SKILLS STANDARDS**

OD28609

COMPETENCY-BASED EDUCATION: OKLAHOMA'S RECIPE FOR SUCCESS

BY THE INDUSTRY FOR THE INDUSTRY

Oklahoma's *CareerTech* system of competency-based education uses industry professionals and certification standards to identify the knowledge and abilities needed to master an occupation. This industry input provides the foundation for development of instructional materials that help prepare the comprehensively trained, highly skilled employees demanded by our workplace partners.

TOOLS FOR SUCCESS

CareerTech relies on three basic instructional components to deliver competency-based instruction: skills standards, curriculum materials, and competency assessments.

Skills standards provide the foundation for competency-based instruction in Oklahoma's *CareerTech* system. The skills standards outline the knowledge, skills, and abilities needed to perform related jobs within an industry. Skills standards are aligned with national skills standards; therefore, a student trained to the skills standards possesses technical skills that make him/her employable in both state and national job markets.

Curriculum materials contain information and activities that teach students the knowledge and skills outlined in the skills standards. In addition to complementing classroom instruction, curriculum resources provide supplemental activities to enhance learning and provide hands-on training experiences.

Competency Assessments test the student over material outlined in the skills standards and taught using the curriculum materials. When used with classroom performance evaluations, written competency assessments provide a means of measuring occupational readiness.

Although each of these components satisfy a unique purpose in competency-based education, they work together to reinforce the skills and abilities students need to gain employment and succeed on the job.

MEASURING SUCCESS

Written competency assessments are used to evaluate student performance. Results reports communicate competency assessment scores to students and provide a breakdown of assessment results by duty area. The results breakdown shows how well the student has mastered skills needed to perform major job functions and identifies areas of job responsibility that may require additional instruction and/or training.

Group analysis of student results also provides feedback to instructors seeking to improve the effectiveness of career and technology training. Performance patterns in individual duties indicate opportunities to evaluate training methods and customize instruction.

TRUE TO OUR PURPOSE

"Helping Oklahomans succeed in the workplace" defines the mission of Oklahoma *CareerTech* and its competency-based system of instruction. Skills standards, curriculum, and assessments that identify and reinforce industry expectations provide accountability for programs and assure *CareerTech*'s continued role in preparing skilled workers for a global job market

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**MEDICAL MICROPIGMENTATION
MEDICAL MICROPIGMENTATION TECHNICIAN
SKILLS STANDARDS
Frequency and Criticality Ratings**

Duty A: Apply Safety and Aseptic Techniques

Duty B: Apply Knowledge of Facial Anatomy, Physiology, and Disease

Duty C: Understand Theory and Application of Micropigmentation

Duty D: Understand Color Therapy

Duty E: Provide Client Consultation Services

Duty F: Display Professionalism

Duty G: Perform Micropigmentation Procedures on Clients

Frequency: represents how often the task is performed on the job. Frequency rating scales vary for different occupations. The rating scale used in this publication is presented below:

- 1 = less than once a week
- 2 = at least once a week
- 3 = once or more a day

Criticality: denotes the level of consequence associated with performing a task incorrectly. The rating scale used in this publication is presented below:

- 1 = slight
- 2 = moderate
- 3 = extreme

DUTY A: Apply Safety and Aseptic Techniques

CODE	TASK	F/C
A.01	Maintain current CPR Certification	1/2
A.02	Apply principles of clean (sanitary) technique <ul style="list-style-type: none"> • Technician and client safety 	3/3
A.03	Apply principles of infection control <ul style="list-style-type: none"> • Standard precautions • NEHA guidelines • CDC guidelines • OSHA <ul style="list-style-type: none"> • Immunizations • MSDS • Microbiology • Disease transmission 	3/3
A.04	Select appropriate method of sterilization	3/2
A.05	Demonstrate sterilization procedures <ul style="list-style-type: none"> • Wet • Dry • Steam 	3/2

DUTY B: Apply Knowledge of Facial Anatomy, Physiology, and Disease

CODE	TASK	F/C
B.01	Identify basic structure and describe functions of the skin	2/3
B.02	Identify the physiology of wound healing <ul style="list-style-type: none"> • Delayed wound • Hyper-pigmentation • Hypo-pigmentation • Keloids • Scars 	2/3
B.03	Identify common disorders and diseases of the skin <ul style="list-style-type: none"> • Herpes • Shingles • Contact dermatitis • Moles • Warts • Pre-malignant lesions • Eczema 	2/3
B.04	Identify basic structure of the eye and describe function	2/2
B.05	Identify common disorders and diseases of the eye <ul style="list-style-type: none"> • Glaucoma • Cataracts • Corneal abrasions • Sty 	2/2
B.06	Identify the effects of scarring and/or cosmetic/reconstructive surgery on the body	2/2

DUTY C: Understand Theory and Application of Micropigmentation

CODE	TASK	F/C
C.01	Discuss the theory of medical micropigmentation <ul style="list-style-type: none"> • History • Benefits • Medical uses 	2/2
C.02	Evaluate facial shapes and features <ul style="list-style-type: none"> • Pigment placement 	3/3
C.03	Develop a product resource list <ul style="list-style-type: none"> • Pigments • Supplies • Machines • Inventory control • Reputation of suppliers 	2/2
C.04	Discuss common topical anesthetics and their use <ul style="list-style-type: none"> • Prescription warning • Safety 	3/2
C.05	Discuss appropriate uses of equipment used for micropigmentation procedures <ul style="list-style-type: none"> • Hand • Rotary/Pen • Coil 	2/2
C.06	Discuss needle options and selections <ul style="list-style-type: none"> • Size • Type • Gauges 	3/3
C.07	Demonstrate competency in the use of the machine <ul style="list-style-type: none"> • Assemble • Disassemble • Techniques of implantation • Working on non-living mediums (i.e. fruit, pigskin) 	3/3

	<ul style="list-style-type: none"> • Needle Selection (“Use the Right Tool for the job”) 	
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DUTY D: Understand Color Theory

CODE	TASK	F/C
D.01	Recognize factors affecting color <ul style="list-style-type: none"> • Skin tone • Skin type • Exfoliators • Medications 	3/3
D.02	Utilize color wheel	2/3
D.03	Select and mix colors (pigment) <ul style="list-style-type: none"> • Match colors • Alter colors • Color formulas 	3/3
D.04	Discuss methods of maximizing pigment retention <ul style="list-style-type: none"> • Color loss • Causes of loss • How to avoid color loss • Corrective solutions 	3/3

DUTY E: Provide Client Consultation Services

CODE	TASK	F/C
E.01	Discuss the importance of a detailed consultation	3/3
E.02	Obtain informed consent	3/3
E.03	Obtain client medical history	3/3
E.04	Define contraindications to micropigmentation <ul style="list-style-type: none"> • Refer to physician • Diabetes • Mitral valve prolapse • Artificial joints • High blood pressure/recent stroke • Herpes (fever blisters) • Histology/allergies 	3/3
E.05	Assess client data to determine appropriateness of procedure	3/3
E.06	Administer allergy skin test	2/2
E.07	Provide pre- and post treatment instructions and information <ul style="list-style-type: none"> • Necessary supplies • Skin preparation • Medication instructions 	3/3
E.08	Show before and after photos <ul style="list-style-type: none"> • Sign consent • Take client photo 	3/3
E.09	Provide appropriate documentation in client's chart <ul style="list-style-type: none"> • Extent • Content • Forms 	3/3

DUTY F: Display Professionalism

CODE	TASK	F/C
F.01	Practice within federal, state, and local regulations	2/3
F.02	Identify legal and ethical issues in micropigmentation	2/2

	<ul style="list-style-type: none"> • Insurance/liability • Perimeters of practice • Product approvals and correct usage of over-the-counter medications 	
F.03	Apply basic marketing and advertising strategies <ul style="list-style-type: none"> • Brochures and cards • Internet networking • Portfolio 	1/1
F.04	Schedule, coordinate, and monitor appointments	2/2
F.05	Demonstrate employability skills <ul style="list-style-type: none"> • Time management • Appearance • Communication skills • Resume 	2/2

DUTY G: Perform Micropigmentation Procedures on Clients

CODE	TASK	F/C
G.01	Prepare client and treatment area for procedure <ul style="list-style-type: none"> • Pre-procedure care • Client comforts 	3/3
G.02	Review choice of color and placement <ul style="list-style-type: none"> • Eyebrows • Eyeliner • Lips • Cheeks • Reconstructive surgery • Trauma 	3/3
G.03	Mark shape and size for pigmentation	3/3
G.04	Apply selected anesthetic to client	3/3
G.05	Apply pigment to defined area	3/3
G.06	Provide post-procedure care <ul style="list-style-type: none"> • Cleanse treated area • "After" photos taken • Review wound care • Post-treatment instructions 	3/3

CURRICULUM RESOURCES

The American National Red Cross (1993),

Community First Aid & Safety, Staywell, Boston, MA.

Zwerling, Dr. Charles, Annette Walker, and Norman F. Goldstein (1993),

Micropigmentation State of the Art, Dr. Charles S. Zwerling, MD, Goldsboro, NC.

Society of Permanent Cosmetic Professionals,

Medical Issues for Permanent Cosmetic Technicians, SPCP.

Culp, Judith (1999),

Permanent Cosmetic Equipment Manual, Society of Permanent Cosmetic Professionals.

Curriculum and Instructional Materials Center (2001)

Medical Micropigmentation, Oklahoma Department of Career and Technology Education, Stillwater, OK.

**MEDICAL MICROPIGMENTATION SKILLS STANDARDS
CROSSWALKED TO
MICROPIGMENTATION STATE OF THE ART
AND
MEDICAL ISSUES FOR PERMANENT COSMETIC TECHNICIANS
AND
PERMANENT COSMETIC EQUIPMENT MANUAL**

DUTY A: Apply Safety and Aseptic Techniques

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUES PERM COSM TECH	PERM. COSM EQUIP MANUAL
A.01	Maintain current CPR certification	57-72	Unit 1			
A.02	Apply principles of aseptic technique		Unit 1	214	14-17 22-25	52-53
A.03	Apply principles of infection control		Unit 1	214	22-25	39-45 52-53
A.04	Select appropriate method of sterilization		Unit 1	214	2-3	39-45
A.05	Demonstrate sterilization techniques		Unit 1		2-3	41

DUTY B: Apply Knowledge of Facial Anatomy, Physiology, and Disease

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUES PERM COSM TECH	PERM. COSM EQUIP MANUAL
B.01	Identify basic structures and describe functions of the skin		Unit 2			
B.02	Identify the physiology of wound healing		Unit 2	91 192-193 205	5-6 18-19 26	
B.03	Identify common disorders and diseases of the skin		Unit 2	79-80 91 189	4-5 20-21 27	
B.04	Identify basic structures and describe functions of the eye		Unit 2	57-64		
B.05	Identify common disorders and diseases of the eye		Unit 2		4	
B.06	Identify the effects of scaring and or cosmetic/reconstructive surgery on the body		Unit 2	76	5	

DUTY C: Understand Theory and Application of Micropigmentation

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUES PERM COSM TECH	PERM. COSM EQUIP MANUAL
C.01	Discuss the theory of medical micropigmentation		Unit 3	7-15 89-91 211-212		7-8
C.02	Evaluate facial shapes and features		Unit 3	69-79 108 113-120		

				163-168		
C.03	Develop a product resource list		Unit 3	17-30 199-202		9-10 13-16 19-21 35-37 39-43 46-52
C.04	Discuss common topical anesthetics and their use		Unit 3	123-124		
C.05	Explain the differences between various coil and pen machines		Unit 3	17-30		9-32
C.06	Discuss needle options and selections		Unit 3	154-155		33-38
C.07	Demonstrate competency in the use of the machine		Unit 3			10-11 14-17 22-38

DUTY D: Understand Color Theory

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUES PERM COSM TECH	PERM. COSM EQUIP MANUAL
D.01	Recognize factors affecting color		Unit 5	76-80 106-108 111-113	18-19	
D.02	Utilize color wheel		Unit 5			

D.03	Select and mix colors (pigments)		Unit 5			
D.04	Discuss methods of maximizing pigment retention		Unit 5		5	

DUTY E: Provide Client Consultation Services

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUES PERM COSM TECH	PERM. COSM EQUIP MANUAL
E.01	Discuss the importance of a detailed consultation		Unit 4	95	4-6	
E.02	Obtain informed consent		Unit 4	102-103 108-109 217 227		
E.03	Obtain client medical history		Unit 4	95-96 217-218	4-6	
E.04	Define contraindications to micropigmentation		Unit 4	91-93	5-6 20-21	
E.05	Assess client data to determine appropriateness of procedure		Unit 4	51-55	4-6	
E.06	Administer allergy skin test		Unit 4	105 226	10	
E.07	Provide pre- and post- treatment instructions and information		Unit 4	108 223-224		

E.08	Show before and after photos		Unit 4	83-87 225		
E.09	Provide appropriate documentation in client's chart		Unit 4	215	7	

DUTY F: Display Professionalism

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUESs PERM COSM TECH	PERM. COSM EQUIP MANUAL
F.01	Practice within federal, state, and local regulations		Unit 6	31-47	22-25	
F.02	Identify legal and ethical issues in micropigmentation		Unit 6	211-218 224-225		
F.03	Apply basic marketing and advertising strategies		Unit 6			
F.04	Schedule, coordinate, and monitor applications		Unit 6			
F.05	Demonstrate employability skills		Unit 6		11-13	

DUTY G: Perform Micropigmentation Procedures on Client

CODE	TASK	RED CROSS	MEDICAL MICROPIG	MICROPIG STATE OF ART	MED ISSUES PERM COSM TECH	PERM. COSM EQUIP MANUAL
G.01	Prepare client and treatment area for procedure		Unit 7	147-150 152 214	2-4	
G.02	Review choice of color and placement		Unit 7	69-79 108 111-120 147-150 155-157 163-168		
G.03	Mark shape and size for pigmentation		Unit 7	111-120 147-150 155-157 163-168		50-52
G.04	Apply selected anesthetic to client		Unit 7	123-124 147-150	8-9	
G.05	Apply pigment to defined area		Unit 7	106-108 111-120 163-168		
G.06	Provide post procedure care		Unit 7	83 149-150 223		