

Professional Development # 2
BUF 4900
Dr. Alyssa Adomaitis
Ashley Triblet

Black Fashion Career Day
Career Planning

On Mar 26, 2022, the host Ms. Carla Nelson welcomed her guest Ms. Nicole Horsford-Holley who is a Product Development Lead and an Adjunct Professor at Kent State. During the zoom session, Ms. Horsford-Holley started to share her insight on a career path in the fashion world and how to build a salary. She will give a quick overview of her experiences and salary facts as it pertains to her. She is currently working as a Lead Craft Developer Production at Party City and a Costumer Developer. Ms. Horsford-Holley said that she is responsible for the development of the costume design, sourcing the materials, and communicating with factories. In her past she worked on woven materials and denim jeans, then she went on to work with Calvin Klein. Now she has been able to travel the world and go to trade shows, and sourcing for the last eighteen years, all while doing the things she loves. She was also able to travel domestically, in Europe, Africa, and South America which was an amazing opportunity.

Ms. Horsford-Holley proceeded to express, that there are different phases of the career path and pay, benefits packages in fashion. For example, Co-operation or Management Training Program, Entry level/Coordinator, Assistant/Associate level, Manager, Lead, Director, Senior Director, Vice President, Executive Vice President, or C-Suite. She began her career in a nine-month Co-op program or a Retail Management program with Gap Inc. It comprised of working in the Cooperate office where she had the option to work in planning, merchandising, and production where she had genuine experiences. This permitted her to see the different kinds of positions she maybe would do consistently. Her mentor was the Director of Production along these lines, by working with her she had the option to become familiar with her specialty, additionally, she had the option to see presentations, and get an understanding of the most proficient method to travel. At the point when you change into an entry-level or coordinator, which is a baseline position since fashion is a creative space, the greater band, the bigger the compensation can be. Entry-level positions can begin at around the \$30,000 to 41,000 dollars range, which is challenging to live on, so that is the reason you might require a side gig to earn enough to pay the bills. Then, if you progress to the Assistant level, you would acquire around 5,000 more. The Associate level would be around \$55000. range, which moreover cut into your expense for most everyday items. This is the point at which you should choose if you want to remain in this field and later negotiate compensation. The Manger (mid-level) will pay about \$70,000 and this position has a much greater obligation. Nevertheless, it permits you to have more transparency and gets more opportunities for your department. She also said that the Director level is after that and pays, six figures like \$120,000 to 175,000 dollars a year depending upon that brand. The Senior Director level ought to be at the \$200,000. VP, Executive Vice President, and C-suit level all work as the business planners inside that creative space, and makes \$3000,000, in compensation in New York or LA. Ms. Horsford-Holley concluded by explaining how the use of two websites can be useful for salary range and role.

