

**BOARD FOR BARBERS AND COSMETOLOGY
TENTATIVE AGENDA**

Monday, July 11, 2022 – 9:00 a.m., Board Room 4, 2nd Floor
Department of Professional and Occupational Regulation, 9960 Mayland Drive
Richmond, Virginia 23233 804-367-8590

I. CALL TO ORDER

II. APPROVAL OF AGENDA

1. Board for Barbers and Cosmetology Board Meeting Tentative Agenda, July 11, 2022

III. APPROVAL OF MINUTES

2. Board for Barbers and Cosmetology Meeting Draft Minutes, May 23, 2022
3. Board for Barbers and Cosmetology Regulatory Advisory Panel on Cosmetology Training Draft Minutes, May 26, 2022

IV. COMMUNICATIONS

4. An email from Matthew Shafer, Deputy Policy Director for the Council of State Governments from June 13, 2022, inviting participation in review and comment in the draft Cosmetology Interstate Compact.
5. An email from Maura Scali-Sheahan Ed D, NABBA Chief Executive Officer from June 21, 2022, inviting comment regarding the proposed Cosmetology Compacts.
6. A Letter from Myra Reddy, Government Affairs Director for the Professional Beauty Association, received June 14, 2022, regarding the FDA's approval of the use of silver nitrate.

V. PUBLIC COMMENT PERIOD*

VI. CASES

- | | | | | |
|-----|------------|----------------------------|----------|--------------|
| 7. | 2016-03107 | Ngoc Tran Thi Dang | (Acosta) | Disciplinary |
| 8. | 2016-03179 | Nhu-Y Thi Nguyen | (Acosta) | Disciplinary |
| 9. | 2016-03220 | Thuat Thi Vo | (Acosta) | Disciplinary |
| 10. | 2021-02013 | My Day Nails & Spa, LLC | (Acosta) | Disciplinary |
| 11. | 2021-01501 | Sheila Antionnette Turnage | | Licensing |
| 12. | 2021-02525 | Moises Adolfo Molina | | Licensing |
| 13. | 2021-02531 | Angelina Tran | | Licensing |
| 14. | 2021-00047 | Meredith Laconda Hardy | | Licensing |
| 15. | 2021-02793 | Adrian Delvackeyo Jubilee | | Licensing |
| 16. | 2022-00682 | Antonio LaRon Williams | | Licensing |

VII. EXAMINATIONS

A. STATISTICS

B. REPORT ON EXAMINATIONS AND PRACTICAL EXAM AVAILABILITY

C. EXAM VENDOR CONTRACT

VIII. REGULATORY ACTION AND BOARD GUIDANCE

A. REGULATORY REPORT

B. FAST-TRACK AMENDMENT - BATHROOM REQUIREMENTS FOR FACILITIES

C. COSMETOLOGY TRAINING HOURS

D. EXPIRED GRANDFATHERED LICENSES

E. TEMPORARY FEE REDUCTION

IX. NEW BUSINESS

A. SCHOOL INSPECTIONS

B. REGULATORY REVIEW COMMITTEE

X. ADJOURN

* 5-minute public comment, with the exception of any open disciplinary files. Persons desiring to attend the meeting and requiring special accommodations and/or interpretive services should contact the Board Office at (804) 367-8590 at least ten (10) days before the meeting so that suitable arrangements can be made for an appropriate accommodation. The Department and Board fully comply with the Americans with Disabilities Act.

REMAINING 2022 MEETING DATES:

September 26, 2022

November 14, 2022

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

BOARD FOR BARBERS AND COSMETOLOGY

MINUTES OF MEETING

The Board for Barbers and Cosmetology met on Monday, May 23, 2022, at the Offices of the Department of Professional and Occupational Regulation, 9960 Mayland Drive, 2nd Floor, Board Room 4, Richmond, Virginia. The following board members were present:

Gilda Acosta
Emmanuel Gayot
Renee' Gilanshah
Margaret B. LaPierre
Alfred O. Mayes
Lonnie Quesenberry

The following board member was not present:

Oanh "Tina" Dang
Bo Machayo
Matthew D. Roberts
Sandra G. Smith

DPOR staff present for all or part of the meeting included:

Demetrios J. Melis, Director
Tom Payne, Deputy Director
Stephen Kirschner, Executive Director
Tamika Rodriguez, Regulatory Operations Administrator
Lily Backer, Licensing Operations Administrator
Amy Goobic, Executive Assistant

Representative from the Office of the Attorney General was present for all or part of the meeting:

Elizabeth Peay, Assistant Attorney General

Mr. Mayes, Vice Chair, determined a quorum was present and called the meeting to order at 9:16 a.m.

Call to Order

Mr. Kirschner informed the Board that although a quorum of the Board was present, several cases on the agenda would need to be removed and deferred to the next Board meeting. He explained that several cases on the agenda were reviewed by present Board members, and as they would be recused for those cases, at that time there would no longer be a quorum. Agenda items 4, 5, 7, 8, 9, and 10 would not be considered at the meeting.

The Board took the agenda under consideration.

**Approval of
Agenda**

Mr. Quesenberry moved to approve the agenda as amended. Ms. LaPierre seconded the motion which was unanimously approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry.

The Board took the minutes of the March 14, 2022 Board Meeting, and the March 14, 2022 Standing Committee Meeting, under consideration.

**Approval of
Minutes**

Ms. LaPierre moved to approve the minutes as presented. Mr. Quesenberry seconded the motion which was unanimously approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry.

There were no written communications to be reviewed.

Communication

Jaime Turgeon addressed the Board regarding requirements for a master esthetician license. Ms. Turgeon requested the Board change the licensing requirements for individuals who previously held a master esthetician license by grandfathering.

Public Comment

In the matter of **File Number 2022-00320, Redefine Barber & Beauty Academy, Inc.**, Board members reviewed the Consent Order as seen and agreed to by Redefine Barber & Beauty School. No representative of Redefine Barber & Beauty School was present at the meeting.

Cases

File Number 2022-00320, Redefine Barber & Beauty Academy, Inc. t/a Redefine Barber & Beauty Academy

Mr. Quesenberry moved to accept the Consent Order which cites the following violation of the Board's regulations: 18VAC41-20-280.2 (Count 1). For this violation Redefine Barber & Beauty School agrees to the following sanctions: \$500.00 for the violation contained in Count 1; and \$150.00 in Board Costs; for a total monetary penalty of \$650.00.

Ms. LaPierre seconded the motion which was unanimously approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry.

In the matter of **File Number 2022-00112, Jolie Hair Academy, LLC**, Board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the transcripts and exhibits, and the Summary of the

File Number 2022-00112, Jolie Hair Academy, LLC

Informal Fact-Finding Conference as well as the Presiding Officer's recommendation. Amy Philippe, owner and instructor, Jolie Hair Academy, was present to address the Board.

(Cosmetology School)

Ms. Gilanshah moved to accept the recommendation which cites the following violations of the Board's regulations: 18 VAC 41-20-280.4 (Count 1), 18 VAC 41-20-280.4 (Count 2), 18 VAC 41-20-280.4 (Count 3), 18 VAC 41-20-280.4 (Count 4), 18 VAC 41-20-280.6 (Count 5), and 18 VAC 41-20-280.4 (Count 6). Ms. LaPierre seconded the motion which was unanimously approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry.

Ms. LaPierre moved to accept the Summary of the Informal Fact-Finding Conference as to the sanctions and impose the following: \$1,250.00 for the violation contained in Count 1; \$1,250.00 for the violation contained in Count 2; \$1,250.00 for the violation contained in Count 3, \$1,250.00 for the violation contained in Count 4, \$1,250.00 for the violation contained in Count 5, and \$1,250.00 for the violation contained in Count 6, for a total monetary penalty of \$7,500.00; in addition, revocation of license for Counts 1, 2, 3, 4, 5, and 6. Ms. Gilanshah seconded the motion which was approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry

In the matter of **File Number 2022-00872, Jolie Hair Academy, LLC**, Board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the transcripts and exhibits, and the Summary of the Informal Fact-Finding Conference as well as the Presiding Officer's recommendation.

File Number 2022-00872, Jolie Hair Academy, LLC (PCT School)

Ms. LaPierre moved to accept the recommendation which cites the following violations of the Board's regulations: 18 VAC 41-50-420.A.3 (Count 1), 18 VAC 41-50-420.A.4 (Count 2), 18 VAC 41-50-420.A.4 (Count 3), and 18 VAC 41-50-420.A.4 (Count 4). Mr. Quesenberry seconded the motion which was unanimously approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry.

Ms. LaPierre moved to accept the Summary of the Informal Fact-Finding Conference as to the sanctions and impose the following: \$750.00 for the violation contained in Count 1; \$750.00 for the violation contained in Count 2; \$750.00 for the violation contained in Count 3, and \$750.00 for the violation contained in Count 4, for a total monetary penalty of \$3,000.00; in addition, revocation of license for Counts 1, 2, 3, and 4. Mr. Quesenberry seconded the motion which was approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry

In the matter of **File Number 2022-01044, Jolie Hair Academy, LLC**, Board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the transcripts and exhibits, and the Summary of the Informal Fact-Finding Conference as well as the Presiding Officer's recommendation.

File Number 2022-01044, Jolie Hair Academy, LLC (Esthetics School)

Mr. Quesenberry moved to accept the recommendation which cites the following violations of the Board's regulations: 18 VAC 41-20-280.3 (Count 1), 18 VAC 41-20-280.4 (Count 2), 18 VAC 41-20-280.6 (Count 3), 18 VAC 41-20-280.4 (Count 4), and 18 VAC 41-20-280.6 (Count 5). Ms. LaPierre seconded the motion which was unanimously approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry.

Ms. LaPierre moved to accept the Summary of the Informal Fact-Finding Conference as to the sanctions and impose the following: \$600.00 for the violation contained in Count 1; \$600.00 for the violation contained in Count 2; \$600.00 for the violation contained in Count 3; \$600.00 for the violation contained in Count 4, and \$600.00 for the violation contained in Count 5, for a total monetary penalty of \$3,000.00; in addition, revocation of license for Counts 1, 2, 3, and 4. Ms. Gilanshah seconded the motion which was approved by members: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry

In the matter of **File Number 2021-02199, Donna Duangdara**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Donna Duangdara did not appear at the meeting in person, by counsel, or by any other qualified representative.

File Number 2021-02199, Donna Duangdara

Upon a motion by Mr. Quesenberry and seconded by Ms. LaPierre, the Board voted to accept the recommendation in the Summary of the Informal Fact-Finding Conference and deny Donna Duangdara's esthetician license application.

The members voting 'yes' were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

In the matter of **File Number 2021-02202, Donna Duangdara**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Donna Duangdara did not appear at the meeting in person, by counsel, or by any other qualified representative.

File Number 2021-02202, Donna Duangdara

Upon a motion by Mr. Quesenberry and seconded by Ms. LaPierre, the Board voted to accept the recommendation in the Summary of the Informal Fact-Finding Conference and deny Donna Duangdara's nail technician license application.

The members voting 'yes' were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

In the matter of **File Number 2021-02206, Derryck LaVelle Sargent, Sr.**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Mr. Sargent was present to address the Board.

File Number 2021-02206, Derryck LaVelle Sargent, Sr.

Upon a motion by Ms. LaPierre and seconded by Mr. Quesenberry, the Board voted to accept the recommendation in the Summary of the Informal Fact-Finding Conference and approve Derryck LaVelle Sargent's cosmetologist license application.

The members voting 'yes' were: Acosta, Gayot, LaPierre, Mayes, Quesenberry. Ms. Gilanshah voted "no." The motion passed.

In the matter of **File Number 2021-02734, Corrie LaShawn Sessoms**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Mr. Sessoms was present to address the Board

File Number 2021-02734, Corrie LaShawn Sessoms

Upon a motion by Mr. Quesenberry and seconded by Ms. Gilanshah, the Board voted to accept the recommendation in the Summary of the Informal Fact-Finding Conference and approve Corrie LaShawn Sessoms's barber license application.

The members voting 'yes' were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

In the matter of **File Number 2021-02534, Kristi Michelle Barnett**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Kristi Michelle Barnett did not appear at the meeting in person, by counsel, or by any other qualified representative.

2021-02534, Kristi Michelle Barnett

Upon a motion by Ms. Gilanshah and seconded by Ms. LaPierre, the Board voted to accept the recommendation in the Summary of the Informal Fact-

Finding Conference and approve Kristi Michelle Barnett's esthetician license application.

The members voting 'yes' were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

In the matter of **File Number 2021-02737, Misha Alexandria Haynes**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Misha Alexandria Haynes did not appear at the meeting in person, by counsel, or by any other qualified representative.

2021-02737, Misha Alexandria Haynes

Upon a motion by Ms. Gilanshah and seconded by Ms. LaPierre, the Board voted to accept the recommendation in the Summary of the Informal Fact-Finding Conference and approve Misha Alexandria Haynes's cosmetologist license application.

The members voting 'yes' were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

In the matter of **File Number 2021-01840, Gerty Ajith Perea**, the Board reviewed the record which consisted of the application file, transcript, exhibits, and the Summary of the Informal Fact-Finding Conference. Mr. Perea was present to address the Board.

2021-01840, Gerty Ajith Perea

Upon a motion by Ms. Acosta and seconded by Mr. Quesenberry, the Board voted to accept the recommendation in the Summary of the Informal Fact-Finding Conference and deny Gerty Ajith Perea's tattoo license application.

The members voting 'yes' were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

EXAMINATIONS

Mr. Kirschner introduced Lily Backer, new Licensing Operations Administrator. Mr. Kirschner informed the Board that Tamika Rodriguez is now the Regulatory Operations Administrator.

Statistics

Ms. Backer provided a report on exams.

Ms. Gilanshah inquired about vendor issues with exam scheduling and exam capacity in Northern Virginia for esthetics and cosmetology. Mr. Kirschner reported that the DPOR Exams section had been working with PSI to resolve

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the issue and stated that if any Board members learn of such issues, to have them contact him directly.

Mr. Kirschner provided an update on the PSI computer based testing (CBT). He stated that PSI began CBT testing for the theory portion to public school, including on site testing, special event testing, as well as the testing centers. Mr. Kirschner reported that there are over 100 school programs in Virginia, and all but four used the CBT. He stated that going forward, pencil and paper exams will only be by special accommodation.

Report on Examinations

REPORTS

Mr. Kirschner provided a report on the Regulatory Advisory Panel, created at the March 14 Committee meeting, made up of Board members, stakeholders and subject matter experts. The panel will review and make recommendations on the cosmetology training hours. Mr. Kirschner reminded the Board that the General Assembly has instructed the Board to lessen the number of training hours, to provide the least burdensome track to licensure.

Regulatory Advisory Panel

Mr. Kirschner informed the Board that the panel members were sent surveys regarding the necessary training needed to protect the health, safety, and welfare of the public. The panel will meet May 26, and the recommendations will be presented to the Board at the July 11, 2022 Board meeting.

Mr. Kirschner provided a report on current regulatory actions. He stated that the Tattoo & Body Piercing Regulations were at the Secretary's office; the two fast track regulations approved at the March Board meeting, regarding eliminating the term "anti-bacterial soap" from the regulations, and the facility/salon bathroom requirement, were at the Department of Planning and Budget.

Regulatory Report

REGULATORY ACTION AND BOARD GUIDANCE

Mr. Kirschner informed the Board that the proposed changes to the Instructor regulations, approved at the January 10, 2022, Board meeting must be revised. During Executive Branch review, the Department of Planning and Budget (DPB) pointed out that some of the proposed language was not clear and

Regulatory Change – Proposed

Materials containing this agenda are proposed for discussion and are not to be qualified as regulatory action. Board position.

needed to be revised. Specifically, it was not clear that under the proposed regulations, a certified instructor could teach in any profession in which they hold the underlying license. Staff agreed that the language was not clear and are recommending the Board adopt the following changes immediately, so that the licensees and public can better understand the regulatory change:

- Add a clear, specific statement that certified instructors can teach in any profession in which they hold the underlying license
- Adding clarifying language to the student instructor temporary permit to the same effect.
- Revising the barber and cosmetology instructor program length language to match esthetics – replacing “a minimum of 400” with “shall consist of 400.”

Upon a motion by Mr. Quesenberry and seconded by Ms. LaPierre, the Board voted to adopt the changes to the proposed language as presented. The members voting ‘yes’ were: Acosta, Gayot, Gilanshah, LaPierre, Mayes, Quesenberry. The motion passed unanimously.

**Instructor
Changes**

NEW BUSINESS

Mr. Kirschner reminded the Board that the language barrier issue was addressed at the March 14, 2022, and asked if there were any further comments or questions. There was no further discussion.

**Addressing
Language Barriers
During
Disciplinary Cases**

Mr. Kirschner informed the Board that the Board Member Training Conference will be October 13-14, at the Great Wolf Lodge in Williamsburg. He stated that Board members will receive information regarding registration and accommodations soon.

**Board Member
Training
Conference**

Discussion was held on small schools offering instruction without following the proper curriculum or teaching credentials. Mr. Kirschner stated that there is no inspection program at this time, however there have been discussions with the new administration. Mr. Melis added that costs to the board and to regulated population for an inspection program must be considered.

Other Business

Mr. Kirschner asked Board members for thoughts on comments made by Ms. Turgeon during Public Comment regarding the master esthetician requirements. Mr. Kirschner explained that the barber/cosmetology regulations include an experience method to obtain a license, esthetics does not. Ms.

**BOARD FOR BARBERS & COSMETOLOGY
REGULATORY ADVISORY COMMITTEE
ON TRAINING**

MINUTES OF MEETING

The Board for Barbers & Cosmetology Regulatory Advisory Committee on Training met on Thursday, May 26, 2022, at 9:00 a.m. at the Offices of the Department of Professional and Occupational Regulation, 9960 Mayland Drive, Board Room 2, Richmond, Virginia and virtually. The following Panel members were present:

Cheryl Corry – Department Chair & Teacher, Woodbridge High School,
Cosmetology Program
Gordon Logan – Chairman & Founder, Sports Clips Haircuts
Matthew Roberts – Chair, Board for Barbers & Cosmetology
Leslie Roste – National Director of Industry Relations & Education, BlueCo Brands
Kim Schottler – Senior Vice President, Great Clips
Audra Turner – Education Leade, Paul Mitchell The School Dallas, Licensed Texas
Cosmetology Instructor

The following Panel member participated remotely:

Jonathan Melloul - COO, Sylvain Melloul International Hair Academy-participating remotely from France while attending a wedding

DPOR staff present for the meeting included:

Demetrios J. Melis, Director
Kishore Thota, Chief Deputy Director
Shannon Webster, Workforce Development Director
Stephen Kirschner, Executive Director
Tamika Rodriguez, Regulatory Operations Administrator
Lily Backer, Licensing Operations Administrator
Amy Goobic, Executive Assistant

The meeting was called to order at 9:05 a.m.

Mr. Kirschner welcomed the panel members and thanked them for their participation. The panel and staff introduced themselves.

Mr. Kirschner provided the panel with a handout showing the aggregate results of their curriculum surveys. Attachment A. Mr. Kirschner led the panel in an overview of the panel survey results and facilitated discussion among the panel members. Attachment B. For each curriculum item from the proposed cosmetology curriculum, the panel reviewed their responses to health/safety risks, least restrictive means to mitigate that risk, and low, high, average, and median hours recommendations from the surveys.

Call To Order

**Panel Member
Introduction**

Discussion

Materials contained in this agenda are for discussion purposes only and are not to be construed as regulatory or official Board position.

The panel by consensus made several recommendations regarding the proposed cosmetology curriculum, including combining and reordering several training topics. They recommended combining several topics in the General Sciences section and starting each section (hair, nails, skin, and hair removal) with a client consultation and analysis training rather than having one consultation and analysis training attempting to cover all areas at once. They recommended combining two subtopics, supplies/equipment and procedures, in the permanent waving section and the same two topics in hair coloring section. They also recommended adding threading to the hair removal training portion and weaves and extensions to the wigs and hairpieces training portion.

The panel voted unanimously to refer their survey results and recommendations to the Board for consideration.

There being no other discussion, the meeting was adjourned at 1:53 p.m.

Adjourn

Matthew D. Roberts, Board Chair

Demetrios J. Melis, Board Secretary

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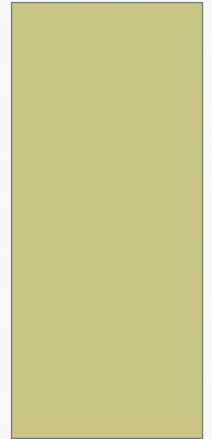
SURVEY RESULTS

Attachment A

GENERAL PORTION -	Low	High	Avg.	Median	SKIN PORTION -	Low	High	Avg.	Median	WAX PORTION	Low	High	Avg.	Median
1. Orientation					5. Skin care -					8. Hair removal -				
a. School policies;	0	50	11.25	4.5	a. Health screening;	1	50	11.1	5	a. Types of hair removal;	0	40	9.5	3.5
b. Management;	0	20	7.25	4	b. Skin analysis and consultation;	1	100	16.8	4.5	b. Wax types;	0	20.8	1.5	1
c. Sales, inventory and retailing;	0	10	3.25	3	c. Effleurage and related movements and manipulations of the face and body;	0	50	13	5	c. Tweezing;	0	21	2.5	2
d. Taxes and payroll;	0	5	2	2.5	d. Cleansings procedures;	0	25	6.375	3.5	d. Chemical hair removal;	0	21	2.85	3.5
e. Insurance;	0	3	1.5	2	e. Masks;	0	50	9.5	4.5	e. Mechanical hair removal; and	0	21	1.7	1
f. Client records and confidentiality; and	0	20	4.25	3	f. Extraction techniques;	1	25	8.4	5.5	f. General procedures and safety measures	0	21	5.1	2
g. Professional ethics and practices.	0	100	16.5	3	g. Machines, equipment and electricity;	0	50	13.1	5.5	Totals	0	144.8	23.15	13
2. Laws and regulations -	3	100	17	5	h. Manual facials and treatments;	3	35	12.1	5.5					
3. General sciences -					i. Machine, electrical facials and treatments; and	2	35	14	6.25	HAIR PORTION -				
a. Bacteriology;	0	25	6.5	4.5	j. General procedures and safety measures.	0	20	5.1	2.5	3. Shampooing, rinsing, and scalp treatments:				
b. Microorganisms;	0	25	5.3	2.5	6. Makeup					a. Analysis	0	25	6.6	3.5
c. Infection control, disinfection, sterilization;	5	100	24.8	16	a. Setup, supplies and implements;	0	15	4	3	b. Procedures, Manipulations, and treatments	2	50	14.25	7
d. Occupational Safety and Health Administration (OSHA) requirements;	0	15	4.1	3	b. Color theory;	0	5	1.375	0.5	5. Hair styling:				
e. Material Safety Data Sheet (MSDS);	0	20	4.75	3.5	c. Consultation;	0	10	1.875	1	a. Finger waving, molding and pin curling;	0	75	16.125	4.5
f. General procedures and safety measures;					d. General and special occasion application;	0	9	2.9	2	b. Roller curling, combing, and brushing; and	0	75	17.5	6
g. Cosmetic chemistry;	0	25	6.5	5.5	e. Camouflage;	0	6	1.75	1	c. Heat curling, waving, and pressing.	0	125	31.5	14
h. Products and ingredients; and	0	12.5	5	4.5	f. Application of false lashes and lash extensions;	2	17	10	10	6. Hair cutting:				
i. Nutrition.	0	3	1.1	0	g. Lash and eyebrow tinting;	2	25	7.25	4.5	a. Fundamentals, materials, and equipment;	0	75	18.88	5
4. Applied sciences -					h. Lash perming;	0	15	6.3	6	b. Procedures	0	350	108.3	50
a. Anatomy and physiology;	0	25	9.75	10	i. Lightning of the hair on body except scalp; and	0	10	4.25	3	7. Permanent waving-chemical relaxing:				
b. Skin structure and function;	0	40	10.25	5.5	j. General procedures and safety measures.	0	10	2	1	a. Analysis;	0	87.5	22.5	10
c. Skin types;	0	20	6.25	2.5	7. Body and other treatments -					b. Supplies and equipment;	0	88	6.4	7.5
d. Skin conditions; and	0	15	5.25	4.5	a. Body treatments;	0	25	7.25	4	c. Procedures and practical application;	0	88	41.5	55
e. Diseases and disorders of the skin and scalp.	0	20	6.25	5	b. Body wraps;	0	15	3.5	2	d. Chemistry;	0	88	10.5	10
f. personal hygiene	0	6	1.75	0.5	c. Body masks;	0	15	3.125	2	8. Hair coloring and bleaching:				
Totals	8	659.5	160.55	94.5	d. Body scrubs;	0	15	3.875	1	a. Analysis and basic color theory;	0	150	40	17.5
					e. Aromatherapy; and	0	6	1.75	1	b. Supplies and equipment;	5	82	21.25	11.5
NAIL PORTION -					f. General procedures and safety measures.	0	25	6.75	2.5	c. Procedures and practical application;	0	200	76.25	75
5. Manicuring and Pedicuring					Totals	12	663	177.425	92.25	10. Wigs, hair pieces, and related theory:				
a. Nail Procedures (manicuring, pedicuring, and nail extensions)	0	80	41	40						a. Types and	0	50	11.75	4.5
b. Nail theory and nail structure and composition	4	100	23.5	12.5						b. Procedures	0	100	19	5
c. Electric Filing	1	20	11	8						Totals	7	1709	462.305	286
Totals	5	200	75.5	60.5										

VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
REGULATORY ADVISORY PANEL ON COSMETOLOGY
CURRICULUM

MAY 26, 2022



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DRAFT AGENDA

DRAFT AGENDA

AGENDA

- RAP Member Introduction
- Overview of Surveys
- Discussion
- Final Recommendations

MEMBERS OF COMMITTEE

- Matthew Roberts, Board Chair, Nail Technician
- Lonnie Quesenberry, Board Cosmetologist
- Oanh "Tina" Dang, Board Cosmetologist
- Renee Gilanshah, Board Esthetician
- Leslie Roste, Salon Safety SME, Curriculum Writer
- Jonathan Melloul, School Operator
- Audra Turner, Teacher and Curriculum Writer
- Cheryl Corry, Public School Instructor
- Gordon Logan, Founder/Chairman of Sport Clips Haircuts
- Kim Schottler, Sr. Vice President, Great Clips

COMMITTEE ASSIGNMENTS

- Review Virginia Cosmetology Curriculum items in line with Statutory requirement: “least restrictive means”
 1. Is there a specific health, safety, or welfare harm this will prevent? If so, identify the harm.
 2. Is training the least restrictive means to address this harm?
 3. If yes, what is the least amount of hours to ensure the student can perform the service safely?

OVERVIEW OF SURVEYS - GENERAL RESULTS

- Short Answer Questions:
 - Ratio: Yes/No
 - Common Responses
- Overall hours
 - Lowest –
 - Highest –
 - Average -
 - Median –

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PANEL HOURS RECOMMENDATION

	Low	High	Avg.	Median	
Intro - Orientation		0	208	46	22
Intro - Laws and Regs		3	100	17	5
Intro - General sciences -		0	210	52	35
Intro- Applied sciences		0	126	39.5	28
Nail Care		5	200	75.5	60.5
Skin Care		12	663	177	92.25
Hair Removal		0	144.8	23.15	13
Hair Care		12	1709	462.3	286
TOTAL		32	3361*	892.5	541.8

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OVERVIEW OF SURVEYS – ORIENTATION: SCHOOL POLICIES

- Health/Safety Concern? 3:1 Yes
 - Yes Reasoning: Students need to understand how program will operate, contains some health/safety background, proper dress and conduct for salon/lab setting
 - No Reasoning: School policies should explain the program and not have any health/safety information tied to actually practicing
- Training Least Restrictive Way to Mitigate? 3:1 yes
 - Yes: Most students Kinesthetic type learns and don't learn as well on own, online/self-study is not as effective, needs brief overview then daily reinforcement.
 - No: Online module would be sufficient
- Minimum number of hours?
 - **Range 0 – 50, Avg. 11.3, Median 4.5**

cont'd

OVERVIEW OF SURVEYS – ORIENTATION: SALON MANAGEMENT

- Health/Safety Concern? 2:1 Yes
 - Yes Reasoning: Help newly licensed understand legal requirements; operation procedures to protect staff/customers; dangers of inadequate or undersupervised staff/inadequate ventilation, communicable diseases; builds professionalism
 - No Reasoning: This has nothing to do with health and safety; salon training covers business topics, not health/safety topics
- Training Least Restrictive Way to Mitigate? 2:1 yes
 - Yes: Most students Kinesthetic type learners and don't learn as well on own; this has health/safety nexus; short theory then reinforced throughout program
 - No: Online module would be sufficient
- Minimum number of hours?
 - Range 0 – 20, Avg. 7.25, Median 4

OVERVIEW OF SURVEYS – ORIENTATION: SALES, INVENTORY, RETAILING

- Health/Safety Concern? Split – 50/50

- Yes Reasoning:

- **“only to ensure that the licensee understands that basic inventory management is necessary to ensure proper supplies are necessary to safely perform services without risky product substitutions.”**
- Diverse Clients require different supplies.
- “most Cosmetologist enter into business as self employed. They will need to know about Sales, Inventory, and Retailing to run a sustainable business for the welfare of themselves, their families, and their guests. Selling ones services is crucial to success. Many services require specific followup to build or maintain the health of the scalp and hair. Without the appropriate followup care, harmful scalp conditions can occur. Hair grows when the scalp and follicle are alive and healthy. Severe damage to scalp can destroy the follicle causing balding, scarring etc.”
- “The harm would be students not having product knowledge to prevent negative reactions to products.”

cont'd

OVERVIEW OF SURVEYS – ORIENTATION: SALES, INVENTORY, RETAILING

- Health/Safety Concern? Split – 50/50
 - Yes Reasoning:
 - No Reasoning: This has nothing to do with health and safety, does not belong in curriculum
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: Most students Kinesthetic type learns and don't learn as well on own; this has health/safety nexus
 - No: “Here again we are talking about running a business with none of the information relating to public safety or harm to the public.
- Minimum number of hours?
 - **Range 0 – 10, Avg. 3.25, Median 3 (0)** *** Two “Yes” responses (incl. 10 hour resp.) state this should be sprinkled into other curriculum items, not its own topic.

OVERVIEW OF SURVEYS – ORIENTATION: TAXES AND PAYROLL

- Health/Safety Concern? 5:3 yes
 - Yes Reasoning: "Welfare" – Ensures practitioners will understand tax requirements and avoid criminal/civil liability. Protects against tax fraud.
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: Theory best way to teach this; Could be an "optional course"; protects students from lawsuits
 - No: Not related to health/safety
- Minimum number of hours?
 - **Range 0 – 4, Avg. 2.1, Median 2.5**

OVERVIEW OF SURVEYS – ORIENTATION: INSURANCE

- Health/Safety Concern? 5:3 yes
 - Yes Reasoning: Cosmetologists need to know they should carry malpractice insurance; protects against lawsuits/financial ruin
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: Most students Kinesthetic type learns and don't learn as well on own; this has health/safety nexus
 - No: Deals mainly with running your business. Numbers 2,3,4 and 5 (management, sales..., taxes, insurance) could actually be grouped together.
- Minimum number of hours?
 - **Range 0 – 3, Avg. 1.5, Median 2**

OVERVIEW OF SURVEYS - ORIENTATION: CLIENT RECORDS AND CONFIDENTIALITY

- Health/Safety Concern? 3:1 Yes
 - Yes Reasoning: Contraindications and allergy information is critical for client safety; avoids liability issues
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: Could be done with remote learning; students need to understand contraindications
 - No: See above
- Minimum number of hours?
 - **Range 0 – 20, Avg. 4.25, Median 3**

OVERVIEW OF SURVEYS – ORIENTATION: PROFESSIONAL ETHICS AND PRACTICES

- **Health/Safety Concern? Split – 5:3 yes**
 - **Yes Reasoning:**
 - “Yes, although I do not believe that Ethics can be taught, but safe practices can be taught.”
 - students can cultivate and/or continue unprofessional, unethical habits that can and will continue into the work world. These habits could cause the Cosmetologist to violate the rights of guests, coworkers, employees etc. unknowingly or otherwise. These habits may be offensive and harm business or more sinister in nature, taking advantage of an innocent person who is in a vulnerable place. This is one of the few industries other than medical etc. where touching a guest is allowed. It is imperative that a strong ethical expectation is taught to all students.
 - Yes, the harm would be not demonstrating customer service skills. Lack of respect for diversity. Poor organizational and life management skills.

OVERVIEW OF SURVEYS – ORIENTATION: PROFESSIONAL ETHICS AND PRACTICES

- Health/Safety Concern? Split – 5:3 yes
 - Yes Reasoning: For example, a cosmetologist using more chemicals on a client than allowable (based on prior treatments or an unrealistic outcome), just to make money while disregarding the clients health & safety.
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: “they need to review situations and case scenarios to understand what is and is not appropriate.”
 - No: “this area is used only in orientation to help the students understand professionalism in not only their behavior, but also in their thinking”
- Minimum number of hours?
 - **Range 0 – 100 (20), Avg. 16.5, Median 3** ** The 100 hour response indicates should be mixed throughout program.

OVERVIEW OF SURVEYS – ORIENTATION TOPICS

	Low	High	Avg.	Median
<u>Orientation - TOTAL HOURS</u>	<u>0</u>	<u>208</u>	<u>46</u>	<u>22</u>
a. School policies;	0	50	11.25	4.5
b. Management;	0	20	7.25	4
c. Sales, inventory and retailing;	0	10	3.25	3
d. Taxes and payroll;	0	5	2	2.5
e. Insurance;	0	3	1.5	2
f. Client records and confidentiality; and	0	20	4.25	3
g. Professional ethics and practices.	0	100	16.5	3

OVERVIEW OF SURVEYS - LAWS AND REGULATIONS

- **Health/Safety Concern? All but 1 “Yes”**
 - **Yes Reasoning:** future licensees need to know their scope and who makes the laws that affect them as licensees; laws are in place to protect the clients, public, and Cosmetologist
 - **No Reasoning:** “No, but obviously students need to be aware of laws and regulations, This would apply to all areas: Hair, nails and skin.”
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - **Yes:** easy to accomplish in a classroom
- **Minimum number of hours?**
 - **Range 3-100** (10), Avg. 17 (5), Median 5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- Health/Safety Concern? 3:1 Yes

- Yes Reasoning:

- people can lose limbs or die from pathogenic bacteria. But I believe training needs to be more on prevention and disinfection, not on describing the appearance of bacteria as seen under a microscope.
- The harm would be a lack of knowledge of the types of disinfectants and how they are used, classifications of bacteria and viruses.
- there are many harmful bacteria that can cause damage to all people involved. Spread of bacteria can cause great damage. Left untreated, some bacteria can maim and kill.

cont'd

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- Health/Safety Concern? 2:1 Yes
 - Yes Reasoning:
 - No Reasoning: This should be covered in Sanitation and Infection Control section.
- Training Least Restrictive Way to Mitigate? All but 1 “yes”
 - Yes: grasp the information much faster and with greater clarity; Numbers 9, 10, 11, 12, and 13 can be grouped together and taught at the same time.
 - No: This should be covered in Sanitation and Infection Control section.
- Minimum number of hours?
 - **Range 0-35, Avg. 10, Median 4.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- a. Bacteriology;
- b. Microorganisms;
- c. Infection control, disinfection, sterilization;
- d. Occupational Safety and Health Administration (OSHA) requirements;
- e. Material Safety Data Sheet (MSDS);

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- Health/Safety Concern? 2:1 Yes
 - Yes Reasoning:
 - No Reasoning: This should be covered in Sanitation and Infection Control section.
- Training Least Restrictive Way to Mitigate? All but 1 “yes”
 - Yes: grasp the information much faster and with greater clarity; Numbers 9, 10, 11, 12, and 13 can be grouped together and taught at the same time.
 - No: This should be covered in Sanitation and Infection Control section.
- Minimum number of hours?
 - **Range 0-35, Avg. 10, Median 4.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - MICROORGANISMS

- **Health/Safety Concern? 3:1 Yes**
 - **Yes Reasoning:** to explain the future licensee's responsibility to ensure proper sanitation to prevent community spread; prevent health hazards of all types.
 - **No Reasoning:** This should be covered in Sanitation and Infection Control section; the same as Bacteriology
- **Training Least Restrictive Way to Mitigate? 3:1 Yes**
 - **Yes:**
 - **No:** Should be covered in Bacteriology
- **Range 0-5, Avg. 2.2, Median 2.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - INFECTION CONTROL, DISINFECTION, STERILIZATION

- Health/Safety Concern? 100% Yes
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 5-100, Avg. 24.8, Median 12.5**

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OVERVIEW OF SURVEYS - GENERAL SCIENCES - OSHA

- **Health/Safety Concern? 50/50**
 - **Yes Reasoning:** the storage of chemicals and the understanding of the SDS; OSHA requirements were set up specifically to protect workers and the public.
 - **No Reasoning:** Should be covered very briefly if at all. How to read a SDS sheet should be sufficient; This is an organization that regulates and enforces safety laws
- **Training Least Restrictive Way to Mitigate? 50/50**
 - **Yes:** if you want understanding and implementation; Easy to teach this in classroom.
 - **No:**
- **Range 0-15, Avg. 4.1, Median 3**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - SDS

- **Health/Safety Concern? All but one “Yes”**
 - Yes Reasoning: This is required to understand course of action that should be taken in case of emergency.
 - No Reasoning: This is a record of product ingredients
- **Training Least Restrictive Way to Mitigate? All but one “Yes”**
 - Yes: they are a relatively scientific document that are difficult for most people to understand and read. It usually requires that someone walk through them together to help them understand and prepare for emergency situations.
 - No:
- **Range 0-20, Avg. 4.75, Median 3.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - COSMETIC CHEMISTRY

- **Health/Safety Concern? 3:1 Yes**

- **Yes Reasoning:**

- a basic understanding of how chemical mixture work and how they should and should not be mixed;
- Some chemical interaction can be caustic and very dangerous;
- Yes. The harm would be infection risk, Malpractice and safety risk, Product reaction risk

- **No Reasoning:**

- Students don't need to understand Chemistry to safely perform the services.
- Basic information about the pH of alkaline and acidic substances should be taught in the sanitation and safety section.

cont'd

OVERVIEW OF SURVEYS - GENERAL SCIENCES - PRODUCTS AND INGREDIENTS

- **Health/Safety Concern? 3:1 Yes**
 - **Yes:** improper use of products can cause severe damage and adverse reactions of the skin hair and nails; health, safety and welfare because there are powerful products and ingredients available that a manufacturer may use vague language when describing proper use; Allergic Reactions
 - **No:** Students don't need to understand chemistry of products. Products have labels listing ingredients, but students don't need to know what each ingredient is or what it does other than reading the label.

OVERVIEW OF SURVEYS - GENERAL SCIENCES - COSMETIC CHEMISTRY

- Health/Safety Concern? 3:1 Yes
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: creating a more interactive learning experience really creates better simulation and understanding of the information.
 - No:
 - the average stylist does very little makeup applications and I see very little risk in jeopardizing the safety of the client. This area can be taught with Products and Ingredients
 - Should be included in the prior section on sanitation and safety.
- Range 0-25, Avg. 6.5, Median 5.5

OVERVIEW OF SURVEYS - GENERAL SCIENCES - PRODUCTS AND INGREDIENTS

- Health/Safety Concern? 3:1 Yes
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: this needs to happen in real time as products are used to assist in connecting with the products properly; Yes. knowledge of product ingredients will lessen this harm.
 - No:
- **Range 0-12.5, Avg. 5.1, Median 4.5**
- Should this be a “Reading Product Labels and Ingredients” course?

OVERVIEW OF SURVEYS - GENERAL SCIENCES - NUTRITION

- **Health/Safety Concern? 2:1 “No”**
 - **Yes Reasoning:**
 - the cosmetologist need to understand nutrition sufficiently to take care of their health and be aware of deficiencies that may show in the hair skin and nails. Usually, they will direct the guest to a physician
 - nutrition has a direct effect on one's health and welfare and therefore is important to be taught to cosmetologists.
 - **No Reasoning:** Doesn't belong in the curriculum.
- **Training Least Restrictive Way to Mitigate? 2:1 “No”**
 - **Yes:** in order for intellectual connection but this should require a minimal amount of time.
 - **No:** There is no harm to clients to be taught here.
- **Range 0-3, Avg. 1.1, Median 0**

OVERVIEW OF SURVEYS - GENERAL SCIENCE TOPICS

	Low	High	Avg.	Median
<u>General sciences - - TOTAL HOURS</u>	<u>0</u>	<u>210</u>	<u>51.95</u>	<u>35</u>
a. Bacteriology;	0	25	6.5	4.5
b. Microorganisms;	0	25	5.3	2.5
c. Infection control, disinfection, sterilization;	5	100	24.8	16
d. Occupational Safety and Health Administration (OSHA) requirements;	0	15	4.1	3
e. Material Safety Data Sheet (MSDS);	0	20	4.75	3.5
f. General procedures and safety measures;				
g. Cosmetic chemistry;	0	25	6.5	5.5
h. Products and ingredients; and	0	12.5	5	4.5
i. Nutrition.	0	3	1.1	0

OVERVIEW OF SURVEYS - APPLIED SCIENCES - ANATOMY AND PHYSIOLOGY

- **Health/Safety Concern? 3:1 Yes**

- **Yes Reasoning:** basic understanding of the body parts pertaining to their industry is necessary to ensure that the public is not harmed during a service; injury to the nerves, muscles and bones; one must understand the physical makeup of the areas of the body with which they work. Many products and services are recommended for specific areas of the body. Misuse can cause irreparable damage. Cosmetologist also need to understand when to refer to a physician
- **No Reasoning:** No advantage to learn these topics, does not prevent any harm

OVERVIEW OF SURVEYS - APPLIED SCIENCES - ANATOMY AND PHYSIOLOGY

- Health/Safety Concern? 3:1 Yes
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: this is an intense and difficult subject that typically Cosmetologist either have no prior experience or struggled with traditional academia. The more interactive the lesson, the better it will connect. Also this needs to be sprinkled throughout the curriculum in bite size portions to allow for better simulation; only the bones of face and head should be taught to cosmetologist and bones of the hands and feet to the nail technicians.
 - No:
- **Range 0-25, Avg. 9.75, Median 10**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - SKIN STRUCTURE AND FUNCTION

- **Health/Safety Concern? 5:3 Yes**

- **Yes Reasoning:** as we are doing very innovative services that done improperly and cause severe damage and possibly scarring; to recognize basic function of the skin and its structures; so they can ensure services provided keep the consumers skin healthy, safe, and free of harm
- **No Reasoning:** What is helpful can be/should be taught in sanitation and safety section.

- **Training Least Restrictive Way to Mitigate? 5:3 Yes**

- **Yes:** practitioners need to know what is healthy skin that can be worked on and that which should be referred to a doctor. Question 18, 19, 20 and 21 can be grouped together as a teaching unit.
- **No:**

- **Range 0-20, Avg. 10.3, Median 5.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN TYPES

- **Health/Safety Concern? Split**
 - **Yes:** each skin type has very specific benefits and challenges. Knowing each feature and possible challenge will help prevent damage to skin types especially in regards to skin types different than oneself. It is easier to connect with ones skin type including ones pigmentation. Knowing all skin types including pigment can prevent medical damage as well as discriminative behavior toward the guest and the cosmetologist. The cosmetologist needs to understand in order to have the opportunity to work on all skin types.
 - **No:**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN TYPES

- Health/Safety Concern? Split
- Training Least Restrictive Way to Mitigate? 50/50
 - Yes: they need to actually experience all skin types in order to facilitate differences appropriately.
 - No: No training needed for skin structure and function
- **Range 0-20, Avg. 6.25, Median 2.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN CONDITIONS

- **Health/Safety Concern? Leans Yes**

- **Yes:**

- to understand which skin conditions can be beautified and how best to safely service the client;
- the cosmetologist needs to know and recognize skin conditions, what skin conditions can be treated, when and how they can help. They also need to know when to refer to a medical professional or when to refuse service to avoid
- Possibly - Think it's obvious that if a nail is infected, it shouldn't be handled. Showing pictures with examples of nails that shouldn't be treated should be sufficient.
- Yes and No- the harm would be not recognizing different skin disorders and/or diseases.
- No- licensees should not be led to believe that they have enough training to "diagnose" - anything that looks unusual should be referred to a medical professional.

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN CONDITIONS

- Health/Safety Concern? Leans “Yes”
- Training Least Restrictive Way to Mitigate? 50/50
 - Yes: these are conditions that need to be seen and explained by an experienced professional.
 - No: No training needed for skin structure and function
- **Range 0-15, Avg. 5.25, Median 4.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - DISEASES AND DISORDERS OF THE SKIN

- **Health/Safety Concern? 2:1 Yes**

- **Yes:** There are a multitude of diseases and disorders of the skin and scalp. Many of which are extremely contagious and damaging. One must be able to recognize what they can work on, when to deny or reschedule the service and send them to a medical professional in order to avoid spread to guests and cosmetologists; I think 18, 19, 20 and 21 should be combined
- **No:** Licensees should not be led to believe that they have enough training to "diagnose" diseases and disorders

- **Training Least Restrictive Way to Mitigate? 2:1 Yes**

- **Yes:** Cosmetologists learn much better in an interactive learning and need to see what the disorder looks like and have the ability to recognize and discuss the course of action with a trained professional.

- **Range 0-20, Avg. 6.25, Median 5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - PERSONAL HYGIENE

- **Health/Safety Concern? 2:1 “Yes”**

- Yes:

- but only as part of a very basic description on keeping their body clean to prevent pathogen spread;
- personal hygiene prevents spread of any disease, disorder that a cosmetologist may carry to team mates and the public. Cosmetologist work very close proximity to the guest and it is very easy to spread disorders with in our role. Personal hygiene would essentially create a sanitation and disinfecting of the stylist if you will;
- Basics of washing hands with soap and water when appropriate should be covered in the sanitation, infection control and safety section.

- No:

OVERVIEW OF SURVEYS - APPLIED SCIENCES - PERSONAL HYGIENE

- Health/Safety Concern? 2:1 “Yes”
- Training Least Restrictive Way to Mitigate? 50/50
 - Yes: We often need to be very direct and transparent in giving feedback to Cosmetology students. Focusing on course correction of what we see and experience with an individual that may be harmful to the public. We need to be in person in order to know what specific direction each individual needs.
 - No: although bad personal hygiene can be very offensive to clients and co-workers. This should be self taught but in no way could bring harm to the public.
- **Range 0-6, Avg. 1.75, Median 0.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCE COURSES OVERVIEW

	Low	High	Avg.	Median
<u>Applied sciences – TOTAL HOURS</u>	<u>0</u>	<u>126</u>	<u>39.5</u>	<u>28</u>
a. Anatomy and physiology;	0	25	9.75	10
b. Skin structure and function;	0	40	10.25	5.5
c. Skin types;	0	20	6.25	2.5
d. Skin conditions; and	0	15	5.25	4.5
e. Diseases and disorders of the skin and scalp.	0	20	6.25	5
f. personal hygiene	0	6	1.75	0.5

OVERVIEW OF SURVEYS - MANICURING AND PEDICURING - NAIL THEORY AND COMPOSITION

- Health/Safety Concern? 100% Yes
 - One suggestion to combine all nail topics
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 4-100, Avg. 23.5, Median 12.5**

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OVERVIEW- MANICURING AND PEDICURING - NAIL PROCEDURES (MANICURING, PEDICURING, EXTENSIONS)

- Health/Safety Concern? 100% Yes
 - Second suggestion to combine with Theory and nail structure section
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 0-80, Avg. 41, Median 40**

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OVERVIEW- MANICURING AND PEDICURING - ELECTRIC FILING

- Health/Safety Concern? 100% Yes
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 1-20, Avg. 11, Median 8**

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OVERVIEW- MANICURING AND PEDICURING

	Low	High	Avg.	Median
<u>Manicuring and Pedicuring -TOTAL</u>	<u>5</u>	<u>200</u>	<u>75.5</u>	<u>60.5</u>
a. Nail Procedures (manicuring, pedicuring, and nail extensions)	0	80	41	40
b. Nail theory and nail structure and composition	4	100	23.5	12.5
c. Electric Filing	1	20	11	8

OVERVIEW OF SURVEYS - SKIN CARE - SKIN ANALYSIS AND CONSULTATIONS

- **Health/Safety Concern? All but 1 “Yes”**
 - **Yes:** Yes, its important to understand what skincare, medication (and lifestyle) the client uses and how the the requested service will affect them. If a Cosmetologist is to perform facials, then they will need to study skin analysis to understand what was the type of skin the client was born with
 - **Yes,** before a COS/EST can perform any service on a client, they must be able to effectively perform a skin analysis and consultation in order to prevent any adverse chemical reactions to the skin/client. Clients seek the services of these professionals so they can help improve their overall welfare - in order to effectively do so, the professional must understand each individual client's needs, skin type, related medical history, and provide a health screening - all before any services or chemicals are applied to the clients skin.
 - **No:** There is not harm from this.

OVERVIEW OF SURVEYS - SKIN CARE - SKIN ANALYSIS AND CONSULTATIONS

- Health/Safety Concern? All but 1 “Yes”
- Training Least Restrictive Way to Mitigate? All but 1 “Yes”
 - Yes: it cannot be presumed that this will be taught on the job
 - Yes, training/education is vital to understanding the concepts of this topic, followed by rigorous practical work (i.e. mock/real analysis & consultations) because there are so many different skin types, and each individual has their own personal health history and goals with the service - it is vital to build the practical experience of being able to problem solve, ask the right questions, identify potential risks, and build the skills necessary to serve the very diverse public of Virginia.
- **Range 0-100, Avg. 16.8, Median 5.5**

OVERVIEW OF SURVEYS - SKIN CARE - EFFEURAGE

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: Damage to skin potential; You can actually do more harm than good on! You can severely injure a client by using wrong massage techniques (physical hands on is everything in our industry)
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes, You actually need to feel muscles to know your working on/in the correct area
- **Range 0-50, Avg. 13, Median 5**

OVERVIEW OF SURVEYS - SKIN CARE - CLEANSING PROCEDURES

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: “Yes, but minimal.” “mainly Injury to the eye area and discomfort to the skin.” “If items/supplies are not properly cleaned, sanitized and disinfected cross contaminate will occur. You also need to know the correct cleanser to use for each skin type.”
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - yes, students don't automatically know the correct technique and pressure.
 - No, there is no harm or damage that occurs during cleansing.
- **Range 0-25, Avg. 6.4, Median 3.5**

OVERVIEW OF SURVEYS - SKIN CARE - MASKS

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: The mask should be chosen by skin type; Some thermal masks can be in excess of 103 degrees Fahrenheit, seeing it in person is the difference between a lawsuit or not. This could cause burns and/or scarring if done incorrectly.
 - No- the specific product types should have been determined through previous assessment. Product labels should always be followed.
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes, should be able to teach this by lecture/remote learning with one or two applications observed by instructor; Same theme of teaching the theory matched with repetitive practical work to build the actual skills towards proficiency.
 - no - product labels give safety precautions for each specific product
- **Range 0-50, Avg. 9.5, Median 4.5**

OVERVIEW OF SURVEYS - SKIN CARE - EXTRACTION TECHNIQUES

- **Health/Safety Concern? All “Yes”**
 - Yes: “Minimal”; the harm would be infection , injury risk, product reaction risks; identification of what can and cannot be safely extracted and infection control measures to insure that infection risk is reduced; Extraction is quite literally the extraction of infection and/or blemish causing bacteria. It can spread “infection” around the face worsening the condition. Unclean implements can spread infection to others.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes, guidance from the instructor is important to ensure technique and pressure is adequate;
 - Seeing the physical extraction and how it works is everything. Knowing is it prime or not , can is scar the face for life. Do you have the proper tools and faces to practice on.
- **Range 0-25, Avg. 8.4, Median 5.5**

OVERVIEW OF SURVEYS - SKIN CARE - MACHINES, EQUIPMENT, AND ELECTRICITY

- **Health/Safety Concern? All but 1 “Yes”**

- Yes: Yes, safety with electrical equipment, either Galvanic or high frequency; people can be harmed by electrical equipment. Working comfortably and safely requires practice and experience. Some of the electrodes are glass and most machines are corded. Literally the cords could lay across someone's neck. There is new and emerging technology and it is important to ensure that enough time is built into the curriculum to prepare students of the future.
- No, only harm that can come would be in not knowing the proper use of each.

- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**

- Yes, should be able to teach this by lecture/remote learning; Yes, If you, yourself do not have these machines/tools how can you actually know how to use them? Some machines have multiple services that can be done and each service should be done in a hands on way with supervision to be sure it is done safely.
- No - some of the training for common equipment can be done in school, but each piece of equipment or machine is unique and should have its own specific training or manuals.

- **Range 0-50, Avg. 13.1, Median 5.5**

OVERVIEW OF SURVEYS – SKIN CARE – MANUAL FACIALS AND TREATMENTS

- Health/Safety Concern? All but 1 “Yes”
 - Yes: Minimal; infection, product reaction; without knowledge of correct procedures this could be useless; people lay down and trust us with their hands on their face and neck; the products used can be harmful to the skin and improper manipulations can cause permanent damage to the skin.
 - Maybe: it would depend on the type of treatments... for a basic facial no... for a facial that uses any type of chemical yes

OVERVIEW OF SURVEYS - SKIN CARE - MANUAL FACIALS AND TREATMENTS

- Health/Safety Concern? All but 1 “Yes”
- Training Least Restrictive Way to Mitigate? All but 1 “Yes”
 - Yes, should be able to teach this by lecture/remote learning with several applications observed by instructor, because it requires practice to perform a basic facial while working around the eyes, external carotoid artery and jugular vein; the theory is a good basis, but for topics like this that are very heavy on practicum, repetition is required to build the necessary proficiency to protect the public. The boards approach in the past requiring a certain number of performances for services supports this notion.
 - No - no- each facial product comes with specific instructions for safe use - those should always be followed.
 - **Range 0-35, Avg. 12.125, Median 5.5**

OVERVIEW OF SURVEYS – SKIN CARE – MACHINE, ELECTRICAL FACIALS AND TREATMENTS

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, potential damage to skin; clients and students can be injured by improper use and technique of electrical equipment, due to existing internal or external diseases or disorders
 - Should this be combined with Machines, Equipment and Electricity?
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - yes, students must be guided and supervised so that they can acquire skill and knowledge
- **Range 0-35, Avg. 14, Median 6.25**

OVERVIEW OF SURVEYS - SKIN CARE -GENERAL PROCEDURES AND SAFETY MEASURES

- Health/Safety Concern? 5:3 “Yes”
 - Yes: Safety for the student and client in general. We work in often times confined spaces with electrical cords, water, slippery hands and can be exposed to body fluids. I believe that general procedures and safety measures should be included as part of every procedure. for example, how to safely set up your work station, how to sit ergonomically, how to avoid repetitive strain syndrome, infection control and so on. General procedures is vague, however students/professionals must know how to follow general procedures as a skillset so they can effectively apply proper procedures in the future (as they change or new ones arise with new products, etc.)
 - No: This is too vague to comment on ... obviously safety is important, but what specifically are we talking about?

OVERVIEW OF SURVEYS - SKIN CARE -GENERAL PROCEDURES AND SAFETY MEASURES

- Health/Safety Concern? 5:3 “Yes”
- Training Least Restrictive Way to Mitigate? 5:3 “No”
 - Yes: Students must be guided and supervised so that they can acquire skill and knowledge; Yes, same logic as before. Skills that are expected to be replicated consistently in order to keep the welfare safe need repetition.
 - No: No, general procedures and safety measures should be covered but no clients harm should come from this material; No, If they have attended class for all of the in-depth training a general review would be fine.
- Range 0-20, Avg. 5.1, Median 2.5

OVERVIEW OF SURVEYS – SKIN CARE – SUMMARY

	Low	High	Avg.	Median
<u>Skin care – TOTAL HOURS</u>	<u>8</u>	<u>440</u>	<u>109.5</u>	<u>47.75</u>
a. Health screening;	1	50	11.1	5
b. Skin analysis and consultation;	1	100	16.8	4.5
c. Effleurage and related movements and manipulations of the face and body;	0	50	13	5
d. Cleansings procedures;	0	25	6.375	3.5
e. Masks;	0	50	9.5	4.5
f. Extraction techniques;	1	25	8.4	5.5
g. Machines, equipment and electricity;	0	50	13.1	5.5
h. Manual facials and treatments;	3	35	12.1	5.5
i. Machine, electrical facials and treatments; and	2	35	14	6.25
j. General procedures and safety measures.	0	20	5.1	2.5

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – SETUP, SUPPLIES AND IMPLEMENTS

- **Health/Safety Concern? 3:1 “Yes”**
 - **Yes:** Yes, You must have a sanitary set up and understanding of necessary supplies. Cross contamination can cause blemishes on the skin or much worse. It could cause eye infections and blindness. The eye is very vulnerable; Minimal, but students need to understand proper setup techniques and understand the supplies and implements to be used.
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - **Yes:** This needs to be done correctly and practiced as the techniques don't make sense to the average person and are not usually intuitive.
 - **No:** No, product knowledge, tools and set up for application should be covered but there is no client harm here.
- **Range 0-15, Avg. 4, Median 3**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – COLOR THEORY

- **Health/Safety Concern? All but 1 “No”**
 - **Yes:** Yes, understanding makeup color theory is important to be able to serve the equity, inclusion, and diversity initiatives taken by the state to ensure every Virginia citizen is protected. A lack of knowledge in this topic may lead professionals to only feeling comfortable to service clients of their own skin tone because that is all they know - which is a major potential harm to the welfare of the commonwealth.
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - **Yes:** Yes, color theory is an important concept and varies from hair color to makeup color.
 - **No:** No, although this is necessary knowledge to learn in the industry no client harm is evident.
- **Range 0-5, Avg. 1.4, Median 0.5**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – CONSULTATION

- **Health/Safety Concern? 5:3 “No”**

- **Yes:** Yes, to teach the student to look for contagious diseases on the face but this can be included in the health screening section; Yes, this topic deals with putting products, which contain chemicals, on clients skin and therefore the professional must understand the clients medical history, needs, skin type, and any potential reactions BEFORE applying the makeup in order to keep the public safe. Allergic reactions are very common with certain skin types and certain chemicals in makeup. Proper and effective consultations dramatically cut down on the mis-used of makeup that will lead to adverse reactions by the client.
- **No:** There is no health, safety or welfare harm in this;

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – CONSULTATION

- Health/Safety Concern? 5:3 “No”
- Training Least Restrictive Way to Mitigate? 5:3 “No”
 - Yes: This needs to be done correctly and practiced as the techniques don't make sense to the average person and are not usually intuitive; Diversity is important in this topic.
 - No: No, there should not be any client harm from consultation; No, this could be done via Zoom or Distance Learning
- **Range 0-10, Avg. 1.8, Median 1**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – GENERAL AND SPECIAL OCCASION APPLICATION

- Health/Safety Concern? 5:3 “Yes”
 - Yes: Infection Control
- Training Least Restrictive Way to Mitigate? 5:3 “Yes”
 - Yes: Yes, but only to ensure that someone can somewhat comfortably and safely use pointed objects near someone's eye
 - Yes, this needs to be experienced in a hands on fashion to practice it appropriately
- **Range 0-9, Avg. 2.9, Median 2**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – CAMOUFLAGE

- **Health/Safety Concern? 5:3 “No”**
 - Yes: Infection Control; Yes if you consider psychological harm. Camouflage can cover many challenges like scarring or an unwanted tattoo. This helps a person feel confident and valuable especially on a special day. Many would not find value in that but with the amount of destructive behavior I have seen, maybe it should be considered.
 - No, only proper safety and sanitation makeup applications in general. Someone may try to cancel redness after a waxing or aggressive facial treatment. Safety and ingredient knowledge is relevant here, not so much as how to cover bruise or tattoo.
- **Training Least Restrictive Way to Mitigate? 5:3 “No”**
 - Yes: Yes, you have to mix colors to get a match and this takes a lot of practice to get a match in color and texture.
- **Range 0-6, Avg. 1.75, Median 1**

OVERVIEW OF SURVEYS - SKIN CARE - MAKEUP - APPLICATION OF FALSE LASHES AND LASH EXTENSION

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, eye infection, eye injuries, adhesive injury product reaction risks, contamination, and follicle damage; Also, students need to be taught to screen for latex allergies when using false lashes. As for lash extensions, proper eye hygiene needs to be taught as well as the facts about traction alopecia and allergies to eyelash glue used for extensions.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes: You have to practice with supervision. You really need a professional to direct you so can get it right and well. This is something that not done well is extremely dangerous.
- **Range 2-17, Avg. 10, Median 10**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – LASH AND EYEBROW TINTING

- Health/Safety Concern? All “Yes”
 - Yes: chemical burns to the skin and eye
- Training Least Restrictive Way to Mitigate? All “Yes”
 - Yes: yes, it takes practice to develop skill to safely paint these products on to eyelashes and brow. lash/brow tint is made for hair not skin. Social media is teaching people to slather these chemicals on the hair and skin for skin staining. Students must be taught the safe way
- **Range 2-25, Avg. 7.25, Median 4.5**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – LASH PERMING

- Health/Safety Concern? All but 1 “Yes”
 - Yes:
 - Yes. This should not be in the curriculum. Harsh chemicals near the eyes is scary dangerous.
 - Yes, the harm would be eye injury, eye damage, blindness, product reaction risks,
 - Yes- Chemicals and implements near the eyes... again, bad idea
- Training Least Restrictive Way to Mitigate? All but 1 “Yes”
 - Yes: You have to practice with supervision. You really need a professional to direct you so can get it right and well. This is something that nor done well is extremely dangerous.
- **Range 0**-15, Avg. 6.3, Median 6** (**should be removed from Cosmo scope of practice)

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – LIGHTENING OF THE HAIR ON THE BODY

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: The harm would be body injuries; burning of the skin, product allergic reaction, infection due to skin sensitivity, contamination of product and tools and implements
 - No: No - When products made for this are used and manufacturer's instructions followed... such as patch tests
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - Yes: yes because students don't know what they're looking for, or if this is taught on the job, clients may try to persuade them to perform a dangerous service; Yes, skin types vary as do the products used for lightening and contraindications should be discussed.
- **Range 0-10, Avg. 4.25, Median 3**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – GENERAL PROCEDURES AND SAFETY MEASURES

- **Health/Safety Concern? 50/50**
 - Yes: Minimal. Anything around the eyes is potentially harmful
 - No: Topic too vague; all this should be covered in previous sections
- **Training Least Restrictive Way to Mitigate? 5:3 “No”**
 - Yes: yes, if standards are not taught in school they cannot be expected to improve on the job
 - No: No this could be virtual and a general review for testing purposes;
- **Range 0-10, Avg. 2, Median 1**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP –

	Low	High	Avg.	Median
<u>Makeup – TOTAL HOURS</u>	<u>4</u>	<u>122</u>	<u>41.7</u>	<u>32</u>
a. Setup, supplies and implements;	0	15	4	3
b. Color theory;	0	5	1.375	0.5
c. Consultation;	0	10	1.875	1
d. General and special occasion application;	0	9	2.9	2
e. Camouflage;	0	6	1.75	1
f. Application of false lashes and lash extensions;	2	17	10	10
g. Lash and eyebrow tinting;	2	25	7.25	4.5
h. Lash perming;	0	15	6.3	6
i. Lightning of the hair on body except scalp; and	0	10	4.25	3
j. General procedures and safety measures.	0	10	2	1

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OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY TREATMENTS

- **Health/Safety Concern? 5:3 “Yes”**
 - Yes: Product reaction, improper massage movements during body treatment; Yes, these treatments again are applying various chemicals to the skin, the largest human organ, and require effective knowledge and skill in order to keep the public health, safety, and welfare protected.
 - No: No- when manufacturers guidelines are followed including contraindications.
- **Training Least Restrictive Way to Mitigate? 5:3 “Yes”**
 - Yes: Yes, it requires guidance and experience working on people since we are all abled differently. We don't want someone to fall off of the treatment table or faint from being wrapped too tightly or exposed to too high of a temperature; Yes, you are working in very sensitive areas and need to have done this.
- **Range 0-25, Avg. 7.25, Median 4**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY WRAPS

- **Health/Safety Concern? 5** :3 “Yes”**
 - ** 1 “yes” stated all body treatments should be combined into a single course
 - Yes: Product reaction, improper massage movements during body treatment; Yes, you must learn all the protocol and contraindications to avoid harm to the skin and the person. You are wrapping body parts with a substance (plastic wrap) that could cut off the circulation to various body parts.
 - No: No, there should be no harm to client, cos should be following application rules and contraindications per manufacturer. Although there is technique to be learned it is not specific to safety
- **Training Least Restrictive Way to Mitigate? 5** :3 “Yes”**
 - Yes: Yes, you need to feel the appropriate pressure etc.
 - No: No, wraps should bring no harm to clients.
- **Range 0-15, Avg. 3.5, Median 2**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY MASKS

- **Health/Safety Concern? 5** :3 “Yes”**
 - ** 1 “yes” stated all body treatments should be combined into a single course
 - Yes: Product reaction, improper massage movements during body treatment; Yes, this is all about knowing your product
 - No: No - manufacturer instructions and contraindications - these products are all so different and are made with the lowest risk to consumer to protect the manufacturer
- **Training Least Restrictive Way to Mitigate? 5** :3 “Yes”**
 - Yes: Yes, you need to feel the appropriate pressure etc.
 - No: No, wraps should bring no harm to clients.
- **Range 0-15, Avg. 3.125, Median 2**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY SCRUBS

- Health/Safety Concern? Split 50/50
 - ** 1 “yes” stated all body treatments should be combined into a single course
 - Yes: Product reaction, improper massage movements during body treatment;
 - No: This is the same as body masks
- Training Least Restrictive Way to Mitigate? Split 50/50
 - Yes: Yes, skin analysis and consultation should be the key to safety.
 - No: No, masks should bring no harm to clients.
- **Range 0-15, Avg. 3.875, Median 1**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - AROMATHERAPY

- Is this a cosmetic treatment to enhance or improve the appearance of the skin?
- Health/Safety Concern? Split 50/50
 - Yes. Some oils/ingredients can be very harmful to people. Examples black pepper can cause miscarriages in some women. Skin script skin care has a black pepper enzyme they make. Without hands on physical experience and active discussions bad things can happen with ingredients.
 - No: No, unless clients have allergy to aroma, there should be no harm.
- Training Least Restrictive Way to Mitigate? Split 50/50
 - Yes: yes because so many skincare/bodycare products contain essential oils. Training should be a broad overview to heighten the awareness of contraindicated clients and not to classify someone as an aromatherapist/cosmetologist
 - No: no harm should come from this service.
- **Range 0-6, Avg. 1.75, Median 1**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - GENERAL PROCEDURES AND SAFETY MEASURES

- Is this a cosmetic treatment to enhance or improve the appearance of the skin?
- Health/Safety Concern? 5:3 “Yes”
 - Yes. General safety for clients
 - No: Too vague.
- Training Least Restrictive Way to Mitigate? 5:3 “Yes”
 - Yes: with proper training the client can stay safe
 - No: No, this could be taught virtually as a general review.
- **Range 0-25, Avg. 6.75, Median 2.5**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - GENERAL PROCEDURES AND SAFETY MEASURES

	Low	High	Avg.	Median
<u>Body and other treatments -</u>	<u>0</u>	<u>101</u>	<u>26.25</u>	<u>12.5</u>
a. Body treatments;	0	25	7.25	4
b. Body wraps;	0	15	3.5	2
c. Body masks;	0	15	3.125	2
d. Body scrubs;	0	15	3.875	1
e. Aromatherapy; and	0	6	1.75	1
f. General procedures and safety measures.	0	25	6.75	2.5

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OVERVIEW OF SURVEYS – HAIR REMOVAL – TYPES OF HAIR REMOVAL

- Health/Safety Concern? 5:2:1:1 “Yes”
 - Yes. General safety for clients; Improper technique could cause skin irritation or infection; Yes, if hair removal is performed improperly, skin can also be removed along with the hair, creating lesions or having other negative, adverse health effects for the client.
 - No: No, just the types of hair removal poses no harm
 - Maybe: Very unsure on the actual topic on this one... if it is a comparison of hair removal techniques, then yes, they would avoid potential injury by knowing the various methods and which ones are contraindicated
 - Remove: Limiting the scope by removing waxing would be the easiest way to reduce the hours. Or, limit waxing to the areas that can be waxed at the shampoo bowl, such as the face.

OVERVIEW OF SURVEYS - HAIR REMOVAL - TYPES OF HAIR REMOVAL

- Health/Safety Concern? 5:2:1:1 “Yes”
- Training Least Restrictive Way to Mitigate? 7:2 “Yes”
 - Yes: Yes, Safety and sanitation basics can be taught in classroom; Yes. Hair removal must be performed with proper technique and proper sanitation. One must practice the procedures in a supervised manner to be sure they are performed correctly.
 - No: No, client safety is knowledge of knowing your product.
- **Range 0-40, Avg. 9.5, Median 3.5** (one response suggested 125 total hours for all waxing courses)

OVERVIEW OF SURVEYS - HAIR REMOVAL - WAX TYPES

- **Health/Safety Concern? 2:1 “Yes”**
 - Yes: Yes and no... most salons and school only offer one type of wax so there is no choice. That said, there may a risk prevented by educating someone that other options exist for unique situations; Yes, if a wax with high adhesion is used, there is the chance of skin tears. So having experience with the different types of wax is very important to minimize harm
- **Training Least Restrictive Way to Mitigate? 2:1 “Yes”**
 - Yes: This could be learned via Zoom etc. but does require the ability to have discussion and answer questions; Yes, you need to see how skin reacts to literally having hair forcibly removed. You need enough practice to refine your technique to minimize skin lifting, tears or burns.
- **Range 0-20.8**, Avg. 1.57, Median 1**

OVERVIEW OF SURVEYS - HAIR REMOVAL - TWEEZING

- **Health/Safety Concern? All but one “Yes”**
 - Yes: Yes - technique to prevent ingrown hairs and reduce follicle irritation , also infection control; This can cause significant pain. the skin can be pinched and cut. Sanitation and proper technique is crucial to preventing unnecessary harm.
- **Training Least Restrictive Way to Mitigate? All but one “Yes”**
 - Yes: This needs to be experienced and practiced to get it right.
- **Range 0-20.8**, Avg. 2.5, Median 2**
- **Would your answer change if titled “Tweezing and Threading”?**

OVERVIEW OF SURVEYS - HAIR REMOVAL - CHEMICAL HAIR REMOVAL

- **Health/Safety Concern? All but one “Yes”**
 - Yes: Yes - chemical burns and other skin irritation can occur if proper product or technique is not used; chemical hair removal products are usually very alkaline, (pH upwards of 12 on a scale of 14) which can burn and blister skin.
 - Yes and no... these chemicals are manufactured to be safe for this purpose. That said, there may be customers for whom these products are contraindicated... you need to know who they are so you don't burn them
- **Training Least Restrictive Way to Mitigate? All but one “Yes”**
 - Yes: this needs demonstration, the ability to discuss and hands on application.
- **Range 0-20.8**, Avg. 2.85, Median 3.5**

OVERVIEW OF SURVEYS - HAIR REMOVAL - MECHANICAL HAIR REMOVAL

- Health/Safety Concern? All but one “Yes”
 - Yes: This can cause skin irritation, burns, and electrocution.
 - No/I Don't Know: Not sure what you mean here... previous sections on wax, tweezers and chemical...; Never seen this.
 - Epilator? Other devices?
- Training Least Restrictive Way to Mitigate? All but one “Yes”
 - Yes: Yes. Training would prevent the risks of infection, due to non-disinfected tools, implements and/or devices. Proper training would prevent the risk of malpractice and product reaction.
- **Range 0-20.8**, Avg. 1.7, Median 1**

OVERVIEW OF SURVEYS - HAIR REMOVAL - GENERAL PROCEDURES AND SAFETY MEASURES

- Health/Safety Concern? 5:4 “No”
 - Yes: This can cause skin irritation, burns, and electrocution.
 - No/I Don't Know: Way too vague; should be taught in other sections.
- Training Least Restrictive Way to Mitigate? 5:4 “No”
 - Yes: Yes. Training would prevent the risks of infection, due to non-disinfected tools, implements and/or devices. Proper training would prevent the risk of malpractice and product reaction.
- **Range 0-20.8**, Avg. 5.1, Median 2**
- Re-title “Waxing procedures” or Combine with Wax Types? Hours?

OVERVIEW OF SURVEYS - HAIR REMOVAL - SURVEY RESULTS

	Low	High	Avg.	Median
Hair removal -	0	145	23.2	13
a. Types of hair removal;	0	40	9.5	3.5
b. Wax types;	0	20.8	1.5	1
c. Tweezing;	0	21	2.5	2
d. Chemical hair removal;	0	21	2.85	3.5
e. Mechanical hair removal; and	0	21	1.7	1
f. General procedures and safety measures	0	21	5.1	2

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OVERVIEW OF SURVEYS - HAIR- SHAMPOOING, RINSING, AND SCALP TREATMENTS - ANALYSIS

- **Health/Safety Concern? 2:1 “Yes”**
 - Yes: this would prevent infection and contagious diseases risks such as; ringworm, tinea, folliculitis, and parasitic infections. Safety risk this will prevent would be but not limited to: scalp abrasions, follicle damage, scalp irritation. Product reaction prevention would be allergic reaction to product, respiratory irritation.
 - No: even with scalp treatments - manufacturers labels are thorough and should be followed; No, learning how to analyse can bring no harm to the public.
- **Training Least Restrictive Way to Mitigate? 2:1 “Yes”**
 - Yes: Training would prevent the risk of the client's exposure to contagious illnesses, scalp irritation and allergic reactions to products that counteract with the client's medications and allergies.
- **Range 0-50, Avg. 9.8, Median 3.5**

OVERVIEW OF SURVEYS - HAIR- SHAMPOOING, RINSING, AND SCALP TREATMENTS - PROCEDURES, MANIPULATIONS AND TREATMENTS

- **Health/Safety Concern? All “Yes”**
 - Yes: scalp analysis for open wounds, sores or signs of infection, cancer - this simple technique could save many lives
 - Yes: Improperly performed shampooing can allow or cause scalp irritation. There is specific shampooing technique and rinsing for many chemical services to prevent irritation, burning, allergic reaction etc. Proper cleansing is necessary to prevent skin conditions, especially in high density and curly hair types. The frequency needs to be tailored to each individual hair and scalp type to prevent scalp conditions.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes: this needs to be learned studied and performed many times with the watchful supervision and coaching to be completed properly.
- **Range 0-50, Avg. 14.3, Median 7**

OVERVIEW OF SURVEYS - HAIR- HAIR STYLING - FINGERWAVING, MOLDING AND PIN CURLING

- **Health/Safety Concern? 5:4 “Yes”**
 - Yes: Yes, hair breakage for pin curling; Yes, this topic not only builds the necessary dexterity for stylists, but it equips them with the necessary skills, abilities, and knowledge to perform services proficiently to ALL demographics; Lack of sufficient knowledge and skill in this area leads to very harmful discriminate behavior as skill in this area is more necessary with curly hair types.
 - No: No, these styling techniques should bring no harm; This is an antiquated requirement.
- **Training Least Restrictive Way to Mitigate? 5:4 “Yes”**
 - Yes: Yes, this should be understood and performed to gain the muscle memory necessary to perform on the regular
- **Range 0-75, Avg. 16.125, Median 4.5**

OVERVIEW OF SURVEYS - HAIR- HAIR STYLING - ROLLER CURLING, COMBING, AND BRUSHING

- **Health/Safety Concern? 5:4 “Yes”**
 - Yes: Yes, improper combing and brushing can cause pain, additional knotting, and possible hair loss. Different hair types and formations require specific techniques and handling more sensitively to prevent damage to the hair and scalp. This also prevents discriminate behavior by understanding and facilitating on hair types different than your own. Rollers require heat that can cause burning.
 - No: I see no specific harm
- **Training Least Restrictive Way to Mitigate? 5:4 “Yes”**
 - Yes: Yes, this needs to be performed with a watchful eye of a professional to coach and help adjust technique to be sure that harm is prevented. If this is not performed well, it will cause harm to the hair and scalp.
- **Range 0-75, Avg. 17.5, Median 6**

OVERVIEW OF SURVEYS - HAIR- HAIR STYLING - HEAT CURLING, WAVING, AND PRESSING

- **Health/Safety Concern? All “Yes”**
 - **Yes:** Yes, as this requires heat, burning is always possible. Improper technique will cause burns to the cosmetologist and client. It can also cause severe damage to the hair and scalp if performed improperly. This is especially concerning with small children with their delicate skin and hair.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - **Yes:** Yes. Proper training in the use of tools hot tools would prevent this harm
- **Range 0-125, Avg. 31.5, Median 14**

OVERVIEW OF SURVEYS - HAIR- HAIR CUTTING - FUNDAMENTAL, MATERIALS, AND EQUIPMENT

- **Health/Safety Concern? 7:2 “Yes”**
 - **Yes:** Yes, this would prevent the harm of injury from misuse of equipment; skin injury, cross contamination of implements and tools
- **Training Least Restrictive Way to Mitigate? 2:1 “Yes”**
 - **Yes:** Yes. Proper training in the use of tools hot tools would prevent this harm
 - **No:** No, and overview and review would be sufficient if this is trained as part of the individual portions of training.
- **Range 0-75, Avg. 18.875, Median 5**

OVERVIEW OF SURVEYS - HAIR- HAIR CUTTING - PROCEDURES

- **Health/Safety Concern? 7:2 “Yes”**
 - Yes: Sharp instruments around face and ears can cause harm, incorrect procedures can contribute to or cause carpal tunnel syndrome for Stylists; Yes, this can cause enormous harm to the public and the cosmetologist. Proper cutting techniques will help prevent accidental cuts to the cosmetologist and guest. Proper body position while cutting prevents pain and harm to the cosmetologist and preserves their function and longevity as a stylist thus preserving tax payer investment.
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: Yes, proper technique must be demonstrated, understood, performed, and practiced on many different hair types and formation as they all present different challenges.
- **Range 0-350, Avg. 108.3, Median 50**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - ANALYSIS

- **Health/Safety Concern? 7:2 “Yes”**
 - Yes: Yes, harsh chemicals can cause irritation, especially with open sores/cuts, etc.; chemical burns, hair breakage or scalp damage
 - No: No, not in the analysis. However, during the analysis scalp disorders, and diseases can be identified to prevent chemical irritation and burns
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes: cosmetologist must learn the theory with open discussion from a trained professional. They need to observe demonstration, of the hair and scalp analysis and learn to make recommendations based on that knowledge.
 - No: No, training in the actual process is where harm can happen
- **Range 0-87.5** , Avg. 22.5, Median 10 (350 for whole topic)**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - SUPPLIES AND EQUIPMENT

- **Health/Safety Concern? All but 1 “Yes”**
 - **Yes:** Yes - proper chemicals must be used to prevent burns; a cosmetologist must have a working knowledge of supplies and equipment to prevent harm to hair and scalp. If used improperly damage and breakage to hair as well as harm to the scalp can occur; Yes, the harm would be the risk of infection from non-disinfected tools.
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - **Yes:** Yes, Training could lessen or eliminate the risk of infection and it would greatly eliminate the safety risk.
- **Range 0-87.5**, Avg. 6.4, Median 7.5**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - PROCEDURES AND PRACTICAL APPLICATIONS

- **Health/Safety Concern? All “Yes”**
 - **Yes:** Yes, proper application and procedures prevents damage to hair and skin of the guest and the cosmetologist. Damage to hair up to and including breakage can occur as well as burning to the skin and scalp, or severe reaction. Hair can disintegrate if chemical relaxer is left on too long. I have seen burns that caused permanent scarring that impeded the hair growth permanently, especially on curly hair types. It was very difficult for clients with curly hair to find competent cosmetologist that had sufficient knowledge to prevent harm. It is especially important to prevent harm to children with curly hair.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - **Yes:** Yes, both in classroom and in practice. Demand is currently not great, but trends change and these procedures may become more popular in the future.
- **Range 5-87.5**, Avg. 41.5, Median 55**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - CHEMISTRY

- **Health/Safety Concern? 7:2 “Yes”**
 - Yes: Yes, harsh chemicals can cause harm, students need to understand the differences between the various types of chemicals to be used.
 - No: No - they don't need to know how it is made, but how it works and when it should not be used
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: Yes. This takes time and effort great examples and activities. We are working with people who typically struggled with these subjects in school. By using activities and 3D visuals that they can see and touch ensures that they have a working understanding to prevent damage to hair and scalp. Improper mixing of these chemical can be caustic and cause damage to lungs when breathed in.
- **Range 0-87.5**, Avg. 10.5, Median 10**

OVERVIEW OF SURVEYS - HAIR- HAIR COLORING AND BLEACHING - ANALYSIS AND BASIC COLOR THEORY

- **Health/Safety Concern? 6:3 “Yes”**
 - Yes: Yes, analysis is crucial to making good decisions for the client that prevent scalp irritation, chemical burns, damage to the hair up to and including breakage.
 - No: Not really. But this is a difficult subject and basic skills are needed for entry level Stylists
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: Yes, this must be learned, discussed, seen, and experienced. then one must practice with different hair types and make recommendations many times. It is important to experience as many different hair types as possible to prevent causing harm.
 - Basic Color theory could be taught in a distance learning setting but would need an onsite review.
- **Range 0-150, Avg. 40, Median 17.5**

OVERVIEW OF SURVEYS - HAIR- HAIR COLORING AND BLEACHING - SUPPLIES AND EQUIPMENT

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: Yes, it is very important to have knowledge of your product before application; Yes, this could prevent injury due to misuse of equipment, It could prevent infection risks from non-disinfected tools, implements and devices
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes: Improper mixing can cause a chemical reaction that can be very damaging to hair and skin but also be caustic and damaging to the lungs.
- **Range 0-82** (whole section 250), Avg. 21.25, Median 11.5**

OVERVIEW OF SURVEYS - HAIR- HAIR COLORING AND BLEACHING PROCEDURES AND PRACTICAL APPLICATION

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, the harm would be possible safety risks such as; chemical burns. Product reaction risks such as; allergic reaction to the products.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes, appropriate application is key to safely coloring and lightening hair. You must understand, and practice the application many time on different hair types to gain a good working knowledge that ensures that no harm is caused. Improper application of bleach can cause sever chemical burn and scarring. The damage is often permanent in nature.
- **Range 5-200, Avg. 76.25, Median 75**

OVERVIEW OF SURVEYS - HAIR- WIGS, HAIR PIECES AND RELATED THEORY - TYPES

- **Health/Safety Concern? 5:4 “No”**
 - Yes: Yes, understanding the theory of hair pieces and wigs will cause harm. There are different types with glues, tapes, needles, tight braids, shaving etc. that could cause harm in different situations up to and including hair loss. Improperly cleansing etc. could spread disease and infection etc. Cosmetologists need to understand wigs and hair pieces to avoid harmful discriminate behavior and have the ability to work with all hair formations, and textures.
 - No: There is no health, safety or welfare harm in this.
- **Training Least Restrictive Way to Mitigate? 5:4 “Yes”**
 - Yes: yes, although all supplies can be purchased online, often times the instructions or descriptions are inadequate
 - No, no harm can come from theory knowledge
- **Range 0-50, Avg. 11.75, Median 4.5**

OVERVIEW OF SURVEYS - HAIR- WIGS, HAIR PIECES AND RELATED THEORY - PROCEDURES

- **Health/Safety Concern? 2:1 “Yes”**
 - Yes: there are so many different methods of application and each has a benefit but also a challenge for certain hair types and it is constantly evolving and improving. When the improper application is applied it can cause sever damage to the hair and scalp including breakage and hair loss that can be permanent in nature. Once the proper technique is chosen, it must be performed properly to ensure safety to the hair and scalp.
 - No: There is no health, safety or welfare harm in this.
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: the procedures must be practiced to create a safe environment. All of this application requires observation and guidance from a trained professional as this is an area where doing it well is what creates safety. Doing it poorly is very unsafe.
 - No, no harm can come from theory knowledge
- **Range 0-100, Avg. 19, Median 5**

DISCUSSION

HAIR PORTION -	Low	High	Avg.	Median
<u>TOTALS</u>	<u>12</u>	<u>1709</u>	<u>462</u>	<u>286</u>
3. Shampooing, rinsing, and scalp treatments:	2	75	21	10.5
Hair styling:	0	275	65	24.5
Hair cutting:	0	425	127.18	55
Permanent waving-chemical relaxing:	5	350	80.9	82.5
Hair coloring and bleaching:	5	432	137	104
Wigs, hair pieces, and related theory:	0	150	30.75	9.5

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PANEL HOURS RECOMMENDATION

	Low	High	Avg.	Median
Intro - Orientation	0	208	46	22
Intro - Laws and Regs	3	100	17	5
Intro - General sciences -	0	210	52	35
Intro- Applied sciences	0	126	39.5	28
Nail Care	5	200	75.5	60.5
Skin Care	12	663	177	92.25
Hair Removal	0	144.8	23.15	13
Hair Care	12	1709	462.3	286
TOTAL	32	3361	892.5	541.8

DISCUSSION

- Thoughts and Recommendations??
- Topics to Combine?
- Topics to Rename for Clarification?
- Topics to Remove/Add?



Kirschner, Stephen <steve.kirschner@dpor.virginia.gov>

Weekly Cosmetology Compact Review Sessions

1 message

Matthew Shafer <matthew.shafer@csg.org>

Mon, Jun 13, 2022 at 11:55 AM

To:

Cc: Keith Buckhout <kbuckhout@csg.org>

Hello All,

Now that the Cosmetology Compact is published for public comment, we would like to recruit you to help us spread the word. Beginning Thursday June 23, we are hosting weekly virtual sessions where we will review the provisions of the compact. If you could help us disseminate the registration link to your networks that would be fantastic. We want as many people as are interested to be able to learn about the compact and participate in the public comment process.

These meetings are open to everyone so please invite your board members, state/national associations, licensees, etc. to come learn about the compact. If you are a part of any listservs or professional networks, we would appreciate if you could share with those as well.

Link to register for the virtual sessions can be found here: https://csg-org.zoom.us/meeting/register/tZcq-igqT0qG9FILePv7IoH8v-CMI0_RMEw

Thank you all for your participation thus far and we look forward to sharing our together with the profession at large.

Best,

Matt Shafer

Deputy Policy Director | National Center for Interstate Compacts

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**National Center for
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THE COUNCIL OF STATE GOVERNMENTS

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1 **COSMETOLOGY LICENSURE COMPACT**

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26 **ARTICLE 1- PURPOSE**

27 The purpose of this Compact is to facilitate the interstate practice and regulation of
28 Cosmetology with the goal of improving public access to, and the safety of, Cosmetology
29 Services and reducing unnecessary burdens related to Cosmetology licensure. Through this
30 Compact, the member states seek to establish a regulatory framework which provides for a
31 new multistate licensing program. Through this new licensing program, the member states
32 seek to provide increased value and mobility to licensed Cosmetologists in the member
33 states, while ensuring the provision of safe, effective, and reliable services to the public.

34 This Compact is designed to achieve the following objectives, and the member states hereby
35 ratify the same intentions by subscribing hereto:

- 36 A. Provide opportunities for interstate practice by Cosmetologists who meet uniform
37 requirements for multistate licensure;
- 38
- 39 B. Enhance the abilities of Member States to protect public health and safety, and prevent fraud
40 and unlicensed activity within the profession;
- 41
- 42 C. Ensure and encourage cooperation between Member States in the licensure and regulation of
43 the Practice of Cosmetology;
- 44
- 45 D. Support relocating military members and their spouses;
- 46
- 47 E. Facilitate the exchange of information between Member States related to the licensure,
48 investigation, and discipline of the Practice of Cosmetology;
- 49
- 50 F. Provide for meaningful dispute resolution while allowing a Remote State to hold a Licensee
51 accountable under the Remote State's Practice Laws, even where that Licensee holds a
52 Multistate License; and
- 53
- 54 G. Provide for the licensure and mobility of the workforce in the profession, while addressing
55 the shortage of workers and lessening the associated burdens on the Member States.

56

57 **ARTICLE 2- DEFINITIONS**

58 As used in this Compact, and except as otherwise provided, the following definitions shall
59 govern the terms herein:

- 60 A. "Active Duty Military" means any individual in full-time duty status in the active uniformed
61 service of the United States including members of the National Guard and Reserve.
- 62
- 63 B. "Adverse Action" means any administrative, civil, equitable, or criminal action permitted by
64 a Member State's laws which is imposed by a Licensing Authority or other regulatory body
65 against a or Cosmetologist, including actions against an individual's licensure privilege such
66 as revocation, suspension, probation, monitoring of the Licensee, limitation of the Licensee's

67 practice, or any other Encumbrance on licensure affecting an individual's ability to
68 participate in the Cosmetology industry, including the issuance of a cease and desist order.

69
70 C. "Authorization to Practice" means a legal authorization associated with a Multistate License
71 permitting the Practice of Cosmetology in a remote state.

72
73 D. "Alternative Program" means a non-disciplinary monitoring or prosecutorial diversion
74 program approved by a Member State's Licensing Authority.

75
76 E. "Background Check" means the submission of information for an applicant for the purpose
77 of obtaining that applicant's criminal history record information, as further defined in 28
78 C.F.R. § 20.3(d), from the Federal Bureau of Investigation and the agency responsible for
79 retaining state criminal or disciplinary history in the applicant's Home State.

80
81 F. "Commission" shall refer to the national administrative body whose membership consists of
82 all states that have enacted this Compact, and which is known as the Cosmetology Licensure
83 Compact Commission.

84
85 G. "Cosmetologist" means an individual licensed in their Home State to practice Cosmetology.

86
87 H. "Cosmetology", "Cosmetology Services", and the "Practice of Cosmetology" mean the care
88 and services provided by a Cosmetologist as set forth in the Member State's statutes and
89 regulations in the State where the services are being provided.

90
91 I. "Current Significant Investigative Information" means:

92
93 1. Investigative Information that a Licensing Authority, after an inquiry or
94 investigation that complies with a Member State's due process requirements, has
95 reason to believe is not groundless and, if proved true, would indicate a violation
96 of that State's laws regarding fraud or the Practice of Cosmetology; or

97
98 2. Investigative Information that indicates that a Licensee has engaged in fraud or
99 represents an immediate threat to public health and safety, regardless of whether
100 the Licensee has been notified and had an opportunity to respond.

101
102 J. "Data System" means a repository of information about Licensees, including but not limited
103 to license status, Investigative Information, and Adverse Actions.

104
105 K. "Disqualifying Event" means any event which shall disqualify an individual from holding a
106 Multistate License under this Compact, which the Commission may by Rule or order specify.

107
108 L. "Encumbered License" means a license in which an Adverse Action restricts the Practice of
109 Cosmetology by a Licensee, or where said Adverse Action has been reported to the
110 Commission.

- 112 M. "Encumbrance" means a revocation or suspension of, or any limitation on, the full and
113 unrestricted Practice of Cosmetology by a Licensing Authority.
114
- 115 N. "Executive Committee" means a group of commissioners elected or appointed to act on
116 behalf of, and within the powers granted to them by, the Commission.
117
- 118 O. "Home State" means the Member State which is a Licensee's primary state of residence, and
119 where that Licensee holds an active and unencumbered license to practice Cosmetology.
120
- 121 P. "Investigative Information" means information, records, or documents received or generated
122 by a Licensing Authority pursuant to an investigation or other inquiry.
123
- 124 Q. "Jurisprudence Requirement" means the assessment of an individual's knowledge of the laws
125 and rules governing the Practice of Cosmetology in a State.
126
- 127 R. "Licensing Authority" means a Member State's regulatory body responsible for issuing
128 Cosmetology licenses or otherwise overseeing the Practice of Cosmetology in that State.
129
- 130 S. "Licensee" means an individual who currently holds an authorization from a Member State
131 to practice as a Cosmetologist.
132
- 133 T. "Member State" means any State that has adopted this Compact.
134
- 135 U. "Multistate License" means a license to practice as a Cosmetologist in all Member States
136 issued by the Licensing Authority of the Licensee's Home State pursuant to this Compact.
137
- 138 V. "Remote State" means any Member State, other than the Licensee's Home State.
139
- 140 W. "Rule" means any rule or regulation promulgated by the Commission under this Compact
141 which has the force of law.
142
- 143 X. "Single-State License" means a Cosmetology license issued by a Member State that
144 authorizes practice of Cosmetology only within the issuing state and does not include any
145 authorization outside of the issuing state.
146
- 147 Y. "State" means a state, territory, or possession of the United States and the District of
148 Columbia.
149
- 150 Z. "State Practice Laws" means a Member State's laws, rules, and regulations that govern the
151 Practice of Cosmetology, define the scope of such practice, and create the methods and
152 grounds for imposing discipline.

153
154 **ARTICLE 3- MEMBER STATE REQUIREMENTS**

- 155 A. To be eligible to join this Compact, and to maintain eligibility as a Member State, a State
156 must:
- 157
 - 158 1. License and regulate Cosmetology;
 - 159
 - 160 2. Have a mechanism or entity in place to receive and investigate complaints about
161 Licensees practicing in that state;
 - 162
 - 163 3. Require that Licensees within the State pass a competency examination prior to being
164 licensed to provide Cosmetology Services to the public in that State;
 - 165
 - 166 4. Require that Licensees satisfy educational or training requirements prior to being licensed
167 to provide Cosmetology Services to the public in that State;
 - 168
 - 169 5. Implement procedures for considering one or more of the following categories of
170 information from applicants for licensure: criminal history; disciplinary history; or
171 Background Check. Such procedures may include the submission of information by
172 applicants for the purpose of obtaining an applicant's Background Check as defined
173 herein;
 - 174
 - 175 6. Participate in the Data System, including through the use of unique identifying numbers;
 - 176
 - 177 7. Share information related to disciplinary actions with the Commission and other Member
178 States, both through the Data System and otherwise;
 - 179
 - 180 8. Notify the Commission and other Member States, in compliance with the terms of the
181 Compact and Rules of the Commission, of any Current Significant Investigative
182 Information in the State's possession regarding a Licensee practicing in that State;
 - 183
 - 184 9. Comply with such Rules as may be enacted by the Commission to administer the
185 Compact; and
 - 186
 - 187 10. Accept Licensees from other Member States as established herein.
- 189 B. Member States may charge a fee for granting a license to practice Cosmetology.
- 190
- 191 C. Individuals not residing in a Member State shall continue to be able to apply for a Member
192 State's Single-State License as provided under the laws of each Member State. However, the
193 Single-State License granted to these individuals shall not be recognized as granting a
194 Multistate License to provide services in any other Member State.
- 195
- 196 D. Nothing in this Compact shall affect the requirements established by a Member State for the
197 issuance of a Single-State License.
- 198

199 E. A Multistate License issued to a Licensee by a Home State to a resident of that State shall be
200 recognized by each Member State as authorizing a Licensee to practice Cosmetology in each
201 Member State.

202
203 F. At no point shall the Commission have the power to define the educational or professional
204 requirements for a license to practice Cosmetology. The Member States shall retain sole
205 jurisdiction over the provision of these requirements.

206
207 **ARTICLE 4. MULTISTATE LICENSE PROGRAM**

208 A. A Licensee who holds an active and unencumbered license to practice Cosmetology in their
209 Home State shall be entitled to apply to their Home State's Licensing Authority for a
210 Multistate License.

211
212 B. Upon the receipt of an application for a Multistate License for Cosmetology, according to the
213 Rules of the Commission, a Member State's Licensing Authority shall ascertain whether the
214 applicant meets the requirements for a Multistate License under this Compact using any and
215 all information available to the Licensing Authority, including, but not limited to,
216 information uploaded to the Data System by the applicant's Home State.

217
218 C. If an applicant meets the requirements for a Multistate License under this Compact and any
219 Rules of the Commission, the Licensing Authority in receipt of the application shall, within a
220 reasonable time, grant a Multistate License to that applicant, and inform all Member States of
221 the grant of said Multistate License.

222
223 D. A Multistate License to practice Cosmetology issued by a Member State's Licensing
224 Authority shall be recognized by each Member State as authorizing the practice thereof as
225 though that Licensee held a Single-State License to do so in each Member State, subject to
226 the restrictions herein.

227
228 E. A Multistate License granted pursuant to this Compact may be effective for a definite period
229 of time, concurrent with renewal of the Home State License.

230
231 F. To qualify for a Multistate License under this Compact, and to maintain eligibility for such a
232 license, an applicant must:

- 233
234 1. Hold an active, unencumbered license in the applicant's Home State;
235
236 2. Be assigned and maintain a unique identifying number, according to the Rules of the
237 Commission;
238
239 3. Agree to abide by the rules and requirements of the Licensing Authority, and the State
240 Practice Laws, of any Member State in which the applicant provides services;
241

242 4. Pay all required fees related to the application and certification process, and any other
243 fees which the Commission may by Rule require; and

244
245 5. Comply with any and all other requirements regarding Multistate Licenses which the
246 Commission may by Rule provide.

247
248 G. A Licensee providing services in a Member State must comply with the State Practice Laws
249 of the State in which the services are provided, and all other applicable laws of that State.

250
251 H. The Practice of Cosmetology under a Multistate License granted pursuant to this Compact
252 will subject the Licensee to the jurisdiction of the Licensing Authority, the courts, and the
253 laws of the Member State in which the Cosmetology Services are provided.

254
255 **ARTICLE 5- OBTAINING A NEW HOME STATE LICENSE UNDER THE**
256 **MULTISTATE LICENSE**

257 A. Under the Multistate Licensure Program in Article 4, a Licensee may hold a Home State
258 License in only one Member State at any given time.

259
260 B. If a Licensee changes their Primary State of Residence by moving between two Member
261 States:

262
263 1. The Licensee shall file an application for obtaining a new Home State License under the
264 Multistate Licensure Program pursuant to Article 4, pay all applicable fees, and notify the
265 current and new Home States in accordance with the Rules of the Commission.

266
267 2. Upon receipt of an application for obtaining a new Home State License under the
268 Multistate Licensure Program, the new Home State shall verify that the Licensee meets
269 the criteria outlined in Article 4 via the Data System, without the need for primary source
270 verification.

271
272 3. If required for initial licensure in that State, a Member State may require an additional
273 Background Check as specified in the laws of that State, or the compliance with any
274 Jurisprudence Requirements of the new Home State.

275
276 4. A Licensee may hold a Multistate License, as issued by their Home State, in only one
277 Member State at a time.

278
279 5. If a Licensee holding a Multistate License changes their primary state of residence by
280 moving between two Member States, the Licensee shall apply for licensure in the new
281 Home State, and the Multistate License issued by the prior Home State will be
282 deactivated in accordance with the applicable Rules adopted by the Commission.
283

284 6. Notwithstanding any other provision of this Compact, if a Licensee cannot meet the
285 criteria set out in Article 4, then the new Home State shall use the applicable
286 requirements for a Single-State License in that State.

287
288 7. A Licensee shall pay all applicable fees to the new Home State in order to be issued a
289 new Home State license.

290
291 C. If a Licensee changes their Primary State of Residence by moving from a Member State to a
292 non-Member State, or from a non-Member State to a Member State, then the State criteria
293 shall apply for the issuance of a Single-State License in the new Home State.

294
295 D. Nothing in this Compact shall interfere with a Licensee's ability to hold a Single-State
296 License in multiple States; however, for the purposes of this Compact, a Licensee shall have
297 only one Home State and only one Multistate License.

298
299 E. Nothing in this Compact shall interfere with the requirements established by a Member State
300 for the issuance of a Single-State License.

301
302 **ARTICLE 6- AUTHORITY OF THE COMPACT COMMISSION AND MEMBER**
303 **STATE LICENSING AUTHORITIES**

304 A. Nothing in this Compact, nor any Rule or regulation of the Commission, shall be construed
305 to limit, restrict, or in any way reduce the ability of a Member State to enact and enforce
306 laws, regulations, or other rules related to the Practice of Cosmetology in that State, where
307 those laws, regulations, or other rules are not inconsistent with the provisions of this
308 Compact.

309
310 B. Insofar as practical, a Member State's Licensing Authority shall cooperate with the
311 Commission and with each entity exercising independent regulatory authority over the
312 Practice of Cosmetology according to the provisions of this Compact.

313
314 C. Licensees operating in a Member State under a Multistate License shall be subject to both the
315 Rules and requirements of the Commission and those of the Member State in which
316 Cosmetology Services are being provided.

317
318 D. An Adverse Action by a Member State's Licensing Authority against a Licensee shall in no
319 way limit another Member State's authority to grant a Single-State License to that Licensee,
320 or to regulate such Single-State Licenses.

321
322 E. Discipline shall be the sole responsibility of the State in which Cosmetology Services are
323 provided. Accordingly, each Member State's Licensing Authority shall be responsible for
324 receiving complaints about individuals practicing Cosmetology in that State, and for
325 communicating all relevant Investigative Information about any such Adverse Action to the

326 other Member States through the Data System in addition to any other methods the
327 Commission may by Rule require.
328

329 **ARTICLE 7- ADVERSE ACTIONS**

330 A. A Licensee's Home State shall have exclusive power to impose an Adverse Action against
331 Licensee's Multistate License issued by the Home State.
332

333 B. In addition to the powers conferred by state law, each Member State's Licensing Authority
334 shall have the power to:
335

336 1. Take Adverse Action against a Licensee's Authorization to Practice Cosmetology
337 through the Multistate License in the Member State, provided that:

338 a. Only the Licensee's Home State shall have the power to take Adverse Action against
339 the license issued by the Home State; and
340

341 b. For the purposes of taking Adverse Action, the Home State's Licensing Authority
342 shall give the same priority and effect to reported conduct received from a Remote
343 State as it would if such conduct had occurred within the Home State. In so doing, the
344 Home State shall apply its own state laws to determine the appropriate action.
345

346 2. Issue cease and desist orders or impose an Encumbrance on a Licensee's Authorization to
347 Practice within that Member State.
348

349 3. Complete any pending investigations of a Licensee who changes their Primary State of
350 Residence during the course of such an investigation. The Licensing Authority shall also
351 be empowered to report the results of such an investigation to the Commission through
352 the Data System as described herein.
353

354 4. Issue subpoenas for both hearings and investigations that require the attendance and
355 testimony of witnesses, as well as the production of evidence. Subpoenas issued by a
356 Licensing Authority in a Member State for the attendance and testimony of witnesses or
357 the production of evidence from another Member State shall be enforced in the latter state
358 by any court of competent jurisdiction, according to the practice and procedure of that
359 court applicable to subpoenas issued in proceedings before it. The issuing Licensing
360 Authority shall pay any witness fees, travel expenses, mileage, and other fees required by
361 the service statutes of the State in which the witnesses or evidence are located.
362

363 5. If otherwise permitted by state law, recover from the affected Licensee the costs of
364 investigations and disposition of cases resulting from any Adverse Action taken against
365 that Licensee.
366

367 6. Take Adverse Action based on the factual findings of a Remote State, provided that the
368 Licensing Authority follows its own procedures for taking such Adverse Action.
369
370

371 C. A Licensee's Home State shall complete any pending investigation(s) of a Cosmetologist
372 who changes their Primary State of Residence during the course of the investigation(s). The
373 Home State, shall also have the authority to take appropriate action(s) and shall promptly
374 report the conclusions of the investigations to the Data System.

375
376 D. If an Adverse Action is taken by the Home State against Licensee's Multistate License, the
377 Licensee's Authorization to Practice in all other Member States shall be deactivated until all
378 Encumbrances have been removed from the Home State license. All Home State disciplinary
379 orders that impose an Adverse Action against a Licensee's Multistate License shall include a
380 statement that the Cosmetologist's Authorization to Practice is deactivated in all Member
381 States during the pendency of the order.

382
383 E. Nothing in this Compact shall override a Member State's authority to accept a Licensee's
384 participation in an Alternative Program in lieu of Adverse Action. A Licensee's Multistate
385 License shall be suspended for the duration of the Licensee's participation in any Alternative
386 Program.

387 **ARTICLE 8- ACTIVE DUTY MILITARY AND THEIR SPOUSES**

388 Active Duty Military personnel, or their spouses, shall designate a Home State where the
389 individual has a current license in good standing. The individual may retain their Home State
390 designation during any period of service when that individual is on active duty assignment.

391 **ARTICLE 9- ESTABLISHMENT OF THE COSMETOLOGY LICENSURE COMPACT** 392 **COMMISSION**

393 A. The Compact Member States hereby create and establish a joint government agency whose
394 membership consists of all member states that have enacted the compact known as the
395 Cosmetology Compact Commission. The Commission is an instrumentality of the Compact
396 States acting jointly and not an instrumentality of any one state.

397 B. Membership, Voting, and Meetings

- 398 1. Each Member State shall have and be limited to one (1) delegate selected by that Member
399 State's State Licensing Authority.
- 400 2. The delegate shall be an administrator of the Licensing Authority of the Member State or
401 their designee.
- 402 3. The Commission shall by Rule or bylaw establish a term of office for delegates and may
403 by Rule or bylaw establish term limits.
- 404 4. The Commission may recommend removal or suspension any delegate from office.
- 405 5. A Member State's State Licensing Authority shall fill any vacancy of its delegate
406 occurring on the Commission within 60 days of the vacancy.
- 407 6. Each delegate shall be entitled to one vote on all matters before the Commission

408 requiring a vote by Commission delegates.

409 7. A delegate shall vote in person or by such other means as provided in the bylaws. The
410 bylaws may provide for delegates to meet by telecommunication, videoconference, or
411 other means of communication.

412 The Commission shall meet at least once during each calendar year. Additional meetings
413 may be held as set forth in the bylaws. The Commission may meet by
414 telecommunication, video conference or other similar electronic means.

415 C. The Commission shall have the following powers:

416 1. Establish the fiscal year of the Commission;

417 2. Establish code of conduct and conflict of interest policies;

418 3. Establish and amend Rules and bylaws;

419 4. Maintain its financial records in accordance with the bylaws;

420 5. Meet and take such actions as are consistent with the provisions of this Compact, the
421 Commission's Rules, and the bylaws;

422 6. Initiate and conclude legal proceedings or actions in the name of the Commission,
423 provided that the standing of any State Licensing Board to sue or be sued under
424 applicable law shall not be affected;

425 7. Purchase and maintain insurance and bonds;

426 8. Borrow, accept, or contract for services of personnel, including, but not limited to,
427 employees of a Member State;

428 9. Conduct an annual financial review

429 10. Hire employees, elect or appoint officers, fix compensation, define duties, grant such
430 individuals appropriate authority to carry out the purposes of the Compact, and establish
431 the Commission's personnel policies and programs relating to conflicts of interest,
432 qualifications of personnel, and other related personnel matters;

433 11. Assess and collect fees;

434 12. Accept any and all appropriate gifts, donations, grants of money, other sources of
435 revenue, equipment, supplies, materials, and services, and to receive, utilize, and dispose
436 of the same; provided that at all times the Commission shall avoid any appearance of
437 impropriety or conflict of interest;

438 13. Lease, purchase, retain, own, hold, improve, or use any property, real, personal, or mixed,
439 or any undivided interest therein;

- 440 14. Sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any
441 property real, personal, or mixed;
- 442 15. Establish a budget and make expenditures;
- 443 16. Borrow money;
- 444 17. Appoint committees, including standing committees, composed of members, State
445 regulators, State legislators or their representatives, and consumer representatives, and
446 such other interested persons as may be designated in this Compact and the bylaws;
- 447 18. Provide and receive information from, and cooperate with, law enforcement agencies;
- 448 19. Establish and elect an Executive Committee, including a chair and a vice chair;
- 449 20. Determine whether a State's adopted language is materially different from the model
450 compact language such that the State would not qualify for participation in the Compact;
451 and
- 452 21. Perform such other functions as may be necessary or appropriate to achieve the purposes
453 of this Compact.

454 D. The Executive Committee

- 455 1. The Executive Committee shall have the power to act on behalf of the Commission
456 according to the terms of this Compact. The powers, duties, and responsibilities of the
457 Executive Committee shall include:
- 458 a. Oversee the day-to-day activities of the administration of the compact including
459 enforcement and compliance with the provisions of the compact, its Rules and
460 bylaws, and other such duties as deemed necessary;
- 461 b. Recommend to the Commission changes to the Rules or bylaws, changes to this
462 Compact legislation, fees charged to Compact Member States, fees charged to
463 licensees, and other fees;
- 464 c. Ensure Compact administration services are appropriately provided, including by
465 contract;
- 466 d. Prepare and recommend the budget;
- 467 e. Maintain financial records on behalf of the Commission;
- 468 f. Monitor Compact compliance of Member States and provide compliance reports to
469 the Commission;
- 470 g. Establish additional committees as necessary;

471 h. Exercise the powers and duties of the Commission during the interim between
472 Commission meetings, except for adopting or amending Rules, adopting or amending
473 bylaws, and exercising any other powers and duties expressly reserved to the
474 Commission by Rule or bylaw; and

475 i. Other duties as provided in the Rules or bylaws of the Commission.

476 2. The Executive Committee shall be composed of seven members:

477 a. The chair and vice chair of the Commission shall be voting members of the Executive
478 Committee; and

479 b. The Commission shall elect seven voting members from the current membership of
480 the Commission.

481 c. The Commission may elect ex-officio, nonvoting members from a recognized
482 national Cosmetology professional association as approved by the Commission. The
483 Commission's bylaws shall identify qualifying organizations and the manner of
484 appointment if the number of organizations seeking to appoint an ex officio member
485 exceeds the number of members specified in this section.

486 3. The Commission may remove any member of the Executive Committee as provided in
487 the Commission's bylaws.

488 4. The Executive Committee shall meet at least annually.

489 a. Executive Committee meetings shall be open to the public, except that the Executive
490 Committee may meet in a closed, non-public meeting as provided in subsection E.2
491 below.

492 b. The Executive Committee shall give ten days' notice of its meetings, posted on its
493 website and as determined to provide notice to persons with an interest in the business
494 of the Commission.

495 c. The Executive Committee may hold a special meeting in accordance with subsection
496 E.1.b. below.

497

498 E. The Commission shall adopt and provide to the Member States an annual report.

499 F. Meetings of the Commission

500 1. All meetings shall be open to the public, except that the Commission may meet in a
501 closed, non-public meeting as provided in subsection F.2 below.

502 a. Public notice for all meetings of the full Commission of meetings shall be given in the
503 same manner as required under the Rulemaking provisions in Section 11, except that
504 the Commission may hold a special meeting as provided in subsection F.1.b below.

- 505 b. The Commission may hold a special meeting when it must meet to conduct
506 emergency business by giving [24, 48, or other] hours' notice to all commissioners, on
507 the Commission's website, and other means as provided in the Commission's rules.
508 The Commission's legal counsel shall certify that the Commission's need to meet
509 qualifies as an emergency.
- 510 2. The Commission or the Executive Committee or other committees of the Commission
511 may convene in a closed, non-public meeting for the Commission or Executive
512 Committee or other committees of the Commission to receive legal advice or to discuss:
- 513 a. Non-compliance of a Member State with its obligations under the Compact;
514 b. The employment, compensation, discipline or other matters, practices or procedures
515 related to specific employees;
516 c. Current or threatened discipline of a Licensee or by the Commission or by a Member
517 State's Licensing Board;
518 d. Current, threatened, or reasonably anticipated litigation;
519 e. Negotiation of contracts for the purchase, lease, or sale of goods, services, or real
520 estate;
521 f. Accusing any person of a crime or formally censuring any person;
522 g. Trade secrets or commercial or financial information that is privileged or
523 confidential;
524 h. Information of a personal nature where disclosure would constitute a clearly
525 unwarranted invasion of personal privacy;
526 i. Investigative records compiled for law enforcement purposes;
527 j. Information related to any investigative reports prepared by or on behalf of or for use
528 of the Commission or other committee charged with responsibility of investigation or
529 determination of compliance issues pursuant to the Compact;
530 k. Matters specifically exempted from disclosure by federal or Member State law; or
531 l. Other matters as promulgated by the Commission by Rule.
- 532 3. If a meeting, or portion of a meeting, is closed, the presiding officer shall state that the
533 meeting will be closed and reference each relevant exempting provision, and such
534 reference shall be recorded in the minutes.
- 535 4. The Commission shall keep minutes that fully and clearly describe all matters discussed
536 in a meeting and shall provide a full and accurate summary of actions taken, and the

537 reasons therefore, including a description of the views expressed. All documents
538 considered in connection with an action shall be identified in such minutes. All minutes
539 and documents of a closed meeting shall remain under seal, subject to release only by a
540 majority vote of the Commission or order of a court of competent jurisdiction.

541 G. Financing of the Commission

- 542 1. The Commission shall pay, or provide for the payment of, the reasonable expenses of its
543 establishment, organization, and ongoing activities.
- 544 2. The Commission may accept any and all appropriate revenue sources as provided in
545 C(12).
- 546 3. The Commission may levy on and collect an annual assessment from each Member State
547 and impose fees on licensees of Member States to whom it grants a Multistate License to
548 cover the cost of the operations and activities of the Commission and its staff, which must
549 be in a total amount sufficient to cover its annual budget as approved each year for which
550 revenue is not provided by other sources. The aggregate annual assessment amount for
551 Member States shall be allocated based upon a formula that the Commission shall
552 promulgate by Rule.
- 553 4. The Commission shall not incur obligations of any kind prior to securing the funds
554 adequate to meet the same; nor shall the Commission pledge the credit of any of the
555 Member States, except by and with the authority of the Member State.
- 556 5. The Commission shall keep accurate accounts of all receipts and disbursements. The
557 receipts and disbursements of the Commission shall be subject to the financial review and
558 accounting procedures established under its bylaws. However, all receipts and
559 disbursements of funds handled by the Commission shall be subject to an annual
560 financial review by a certified or licensed public accountant, and the report of the
561 financial review shall be included in and become part of the annual report of the
562 Commission.

563 H. Qualified Immunity, Defense, and Indemnification

- 564 1. The members, officers, executive director, employees and representatives of the
565 Commission shall be immune from suit and liability, both personally and in their official
566 capacity, for any claim for damage to or loss of property or personal injury or other civil
567 liability caused by or arising out of any actual or alleged act, error, or omission that
568 occurred, or that the person against whom the claim is made had a reasonable basis for
569 believing occurred within the scope of Commission employment, duties or
570 responsibilities; provided that nothing in this paragraph shall be construed to protect any

571 such person from suit or liability for any damage, loss, injury, or liability caused by the
572 intentional or willful or wanton misconduct of that person. The procurement of insurance
573 of any type by the Commission shall not in any way compromise or limit the immunity
574 granted hereunder.

575 The Commission shall defend any member, officer, executive director, employee, and
576 representative of the Commission in any civil action seeking to impose liability arising
577 out of any actual or alleged act, error, or omission that occurred within the scope of
578 Commission employment, duties, or responsibilities, or as determined by the commission
579 that the person against whom the claim is made had a reasonable basis for believing
580 occurred within the scope of Commission employment, duties, or responsibilities;
581 provided that nothing herein shall be construed to prohibit that person from retaining
582 their own counsel at their own expense; and provided further, that the actual or alleged
583 act, error, or omission did not result from that person's intentional or willful or wanton
584 misconduct.

585 3. The Commission shall indemnify and hold harmless any member, officer, executive
586 director, employee, and representative of the Commission for the amount of any
587 settlement or judgment obtained against that person arising out of any actual or alleged
588 act, error, or omission that occurred within the scope of Commission employment, duties,
589 or responsibilities, or that such person had a reasonable basis for believing occurred
590 within the scope of Commission employment, duties, or responsibilities, provided that the
591 actual or alleged act, error, or omission did not result from the intentional or willful or
592 wanton misconduct of that person.

593 4. Nothing herein shall be construed as a limitation on the liability of any licensee for
594 professional malpractice or misconduct, which shall be governed solely by any other
595 applicable state laws.

596 5. Nothing in this Compact shall be interpreted to waive or otherwise abrogate a Member
597 State's state action immunity or state action affirmative defense with respect to antitrust
598 claims under the Sherman Act, Clayton Act, or any other state or federal antitrust or
599 anticompetitive law or regulation.

600 6. Nothing in this Compact shall be construed to be a waiver of sovereign immunity by the
601 Member States or by the Commission.

602
603 **ARTICLE 10- DATA SYSTEM**

604 A. The Commission shall provide for the development, maintenance, operation, and utilization

605 of a coordinated database and reporting system containing licensure, Adverse Action, and the
606 presence of Current Significant Investigative Information on all licensed individuals in
607 Member States.

608 B. Notwithstanding any other provision of State law to the contrary, a Member State shall
609 submit a uniform data set to the Data System on all individuals to whom this Compact is
610 applicable as required by the Rules of the Commission, including:

- 611 1. Identifying information;
- 612 2. Licensure data;
- 613 3. Adverse Actions against a license or Privilege to Practice [and information related
614 thereto];
- 615 4. Non-confidential information related to Alternative Program participation, the beginning
616 and ending dates of such participation, and other information related to such participation
617 not made confidential under Member State law;
- 618 5. Any denial of application for licensure, and the reason(s) for such denial;
- 619 6. The presence of Current Significant Investigative Information; and
- 620 7. Other information that may facilitate the administration of this Compact or the protection
621 of the public, as determined by the Rules of the Commission.

622 C. The information contained in the data system shall be considered authentic and not hearsay in
623 any civil action involving the Commission when accompanied by a certification by the
624 Commission's data system manager concerning the authenticity of the data.

625 D. Current Significant Investigative Information and Investigative Information pertaining to a
626 Licensee in any Member State will only be available to other Member States.

627 E. It is the responsibility of the Member States to report any Adverse Action against a Licensee.
628 Adverse Action information pertaining to a Licensee in any Member State will be available
629 to any other Member State.

630 F. Member States contributing information to the Data System may designate information that
631 may not be shared with the public without the express permission of the contributing State.

632 G. Any information submitted to the Data System that is subsequently expunged pursuant to
633 federal law or the laws of the Member State contributing the information shall be removed
634 from the Data System.

635
636 **ARTICLE 11- RULEMAKING**

- 637 A. The Commission shall promulgate reasonable Rules in order to effectively and efficiently
638 implement and administer the purposes and provisions of the Compact. In addition to any
639 other applicable standard of review, in the event a court of competent jurisdiction holds that
640 the Commission exercised its Rulemaking authority in a manner that is beyond the scope of
641 the purposes of the Compact, or the powers granted hereunder, then such an action by the
642 Commission shall be invalid and have no force or effect.
- 643 B. The Rules of the Commission shall have the force of law in each Member State, provided
644 however that where the Rules of the Commission conflict with the State Practice Laws of a
645 Member State as held by a court of competent jurisdiction, the Rules of the Commission shall
646 be ineffective in that State to the extent of the conflict.
- 647 C. The Commission shall exercise its Rulemaking powers pursuant to the criteria set forth in
648 this Section and the Rules adopted thereunder. Rules and amendments shall become binding
649 as of the date specified in each Rule or amendment.
- 650 D. If a majority of the legislatures of the Member States rejects a Rule or portion of a Rule, by
651 enactment of a statute or resolution in the same manner used to adopt the Compact within
652 four (4) years of the date of adoption of the Rule, then such Rule shall have no further force
653 and effect in any Member State.
- 654 E. Rules or amendments to the Rules shall be adopted at a regular or special meeting of the
655 Commission.
- 656 F. Prior to adoption of a proposed Rule, the Commission shall hold a public hearing and allow
657 persons to give oral testimony and submit written data, facts, opinions, and arguments.
- 658 G. Prior to adoption of a proposed Rule by the Commission, and at least thirty (30) days in
659 advance of the meeting at which the Commission will hold a public hearing on the proposed
660 Rule, the Commission shall provide a Notice of Proposed Rulemaking:
- 661 1. On the website of the Commission or other publicly accessible platform;
 - 662 2. To persons who have requested notice of the Commission's notices of proposed
663 rulemaking, and
 - 664 3. In such other way(s) as the Commission may by Rule specify.
- 665 H. The Notice of Proposed Rulemaking shall include:
- 666 1. The time, date, and location of the public hearing at which the Commission will hear
667 testimony on the proposed Rule and, if different, the time, date, and location of the
668 meeting where the Commission will consider and vote on the proposed Rule;
 - 669 2. If the hearing is held via telecommunication, video conference, or other electronic means,

670 the Commission shall include the mechanism for access to the hearing in the Notice of
671 Proposed Rulemaking;

672 3. The text of the proposed Rule and the reason therefor;

673 4. A request for comments on the proposed Rule from any interested person; and

674 5. The manner in which interested persons may submit written comments.

675
676 I. Prior to adoption of a proposed Rule, the Commission shall allow persons to submit written
677 data, facts, opinions, and arguments, which shall be made available to the public.

678
679 J. The Commission shall grant an opportunity for a public hearing before it adopts a Rule or
680 amendment if a hearing is requested by:

681
682 1. At least twenty-five (25) persons;

683
684 2. A State or federal governmental subdivision or agency; or

685
686 3. An association or organization having at least twenty-five (25) members.

687
688 K. If a hearing is held on the proposed Rule or amendment, the Commission shall publish the
689 place, time, and date of the scheduled public hearing. If the hearing is held via electronic
690 means, the Commission shall publish the mechanism for access to the electronic hearing.

691
692 1. All persons wishing to be heard at the hearing shall notify the executive director of the
693 Commission or other designated member in writing of their desire to appear and testify at
694 the hearing not less than five (5) business days before the scheduled date of the hearing.

695
696 2. Hearings shall be conducted in a manner providing each person who wishes to comment
697 a fair and reasonable opportunity to commend orally or in writing.

698
699 3. All hearings will be recorded. A copy of the recording will be made available on request.

700
701 4. Nothing in this section shall be construed as requiring a separate hearing on each Rule.
702 Rules may be grouped for the convenience of the Commission at hearings required by
703 this section.

704
705 L. Following the scheduled hearing date, or by the close of business on the scheduled hearing
706 date if the hearing was not held, the Commission shall consider all written and oral
707 comments received.

708
709 M. If no written notice of intent to attend the public hearing by interested parties is received, the
710 Commission may proceed with promulgation of the proposed Rule without a public hearing.

711

712 N. The Commission shall, by majority vote of all members, take final action on the proposed
713 Rule and shall determine the effective date of the Rule, if any, based on the Rulemaking
714 record and the full text of the Rule.
715

716 O. Upon determination that an emergency exists, the Commission may consider and adopt an
717 emergency Rule without prior notice, opportunity for comment, or hearing, provided that the
718 usual Rulemaking procedures provided in the Compact and in this Article shall be
719 retroactively applied to the Rule as soon as reasonably possible, in no event later than ninety
720 (90) days after the effective date of the Rule. For the purposes of this provision, an
721 emergency Rule is one that must be adopted immediately in order to:
722

- 723 1. Meet an imminent threat to public health, safety, or welfare;
- 724 2. Prevent a loss of Commission or Member State funds;
- 725 3. Meet a deadline for the promulgation of an administrative Rule that is established by
726 federal law or Rule; or
- 727 4. Protect public health and safety.
728
729

730 P. The Commission or authorized committee of the Commission may direct revisions to a
731 previously adopted Rule or amendment for purposes of correcting typographical errors, errors
732 in format, errors in consistency, or grammatical errors. Public notice of any revisions shall be
733 posted on the website of the Commission. The revision shall be subject to challenge by any
734 person for a period of thirty (30) days after posting. The revision may be challenged only on
735 grounds that the revision results in a material change to a Rule. A challenge shall be made in
736 writing and delivered to the chair of the Commission prior to the end of the notice period. If
737 not challenge is made, the revision will take effect without further action. If the revision is
738 challenged, the revision may not take effect with the approval of the Commission.
739
740
741

742 **ARTICLE 12- OVERSIGHT, DISPUTE RESOLUTION, AND ENFORCEMENT**

743 **A. Oversight** 744

- 745 1. The executive, legislative, and judicial branches of State government in each Member
746 State shall enforce this Compact and take all actions necessary and appropriate to
747 effectuate the Compact's purposes and intent. The provisions of this Compact and the
748 Rules promulgated hereunder shall have standing as statutory law.
749
- 750 2. All courts shall take judicial notice of the Compact and the Rules in any judicial or
751 administrative proceeding in a Member State pertaining to the subject matter of this
752 Compact which may affect the powers, responsibilities, or actions of the Commission.
753
- 754 3. The Commission shall be entitled to receive service of process in any such proceeding,
755 and shall have standing to intervene in such a proceeding for all purposes. Failure to

756 provide service of process to the Commission shall render a judgment or order void as to
757 the Commission, this Compact, or promulgated Rules.

758
759 B. Default, Technical Assistance, and Termination

- 760
761 1. If the Commission determines that a Member State has defaulted in the performance of
762 its obligations or responsibilities under this Compact or the promulgated Rules, the
763 Commission shall:
- 764
765 a. Provide written notice to the defaulting State and other Member States of the nature
766 of the default, the proposed means or curing the default and any other action to be
767 taken by the Commission; and
 - 768
769 b. Provide remedial training and specific technical assistance regarding the default.
- 770
771 2. If a State in default fails to cure the default, the defaulting State may be terminated from
772 this Compact upon an affirmative vote of a majority of the Member States, and all rights,
773 privileges and benefits conferred by this Compact may be terminated on the effective
774 date of termination. A cure of the default does not relieve the offending State of
775 obligations or liabilities incurred during the period of default.
- 776
777 3. Termination of membership in the Compact shall be imposed only after all other means
778 of securing compliance have been exhausted. Notice of intent to suspend or terminate
779 shall be given by the Commission to the governor, the majority and minority leaders of
780 the defaulting State's legislature, and each of the Member States.
- 781
782 4. A State that has been terminated is responsible for all assessments, obligations, and
783 liabilities incurred through the effective date of termination, including obligations that
784 extend beyond the effective date of termination.
- 785
786 5. The Commission shall not bear any costs related to a State that is found to be in default or
787 that has been terminated from the Compact, unless agreed upon in writing between the
788 Commission and the defaulting State.
- 789
790 6. The defaulting State may appeal the action of the Commission by petitioning the U.S.
791 District Court for the District of Columbia or the federal district where the Commission
792 has its principal offices. The prevailing member shall be awarded all costs of such
793 litigation, including attorney's fees.

794
795 C. Dispute Resolution

- 796
797 1. Upon request by a Member State, the Commission shall attempt to resolve disputes
798 related to the Compact that arise among Member States and between member and non-
799 member States.

800

- 801 2. The Commission shall promulgate a Rule providing for both mediation and binding
802 dispute resolution for disputes as appropriate.

803
804 D. Enforcement

- 805
806 1. The Commission, in the reasonable exercise of its discretion, shall enforce the provisions
807 and Rules of this Compact.
808
809 2. By majority vote, the Commission may initiate legal action in the United States District
810 Court for the District of Columbia or the federal district where the Commission has its
811 principal offices against a Member State in default to enforce compliance with the
812 provisions of the Compact and its promulgated Rules and bylaws. The relief sought may
813 include both injunctive relief and damages. In the event judicial enforcement is
814 necessary, the prevailing member shall be awarded costs of such litigation, including
815 attorney's fees.
816
817 3. The remedies herein shall not be the exclusive remedies of the Commission. The
818 Commission may pursue any other remedies available under federal or State law.

819
820 **ARTICLE 13- DATE OF IMPLEMENTATION OF THE COSMETOLOGY**
821 **LICENSURE COMPACT COMMISSION AND ASSOCIATED RULES,**
822 **WITHDRAWAL, AND AMENDMENT**

- 823 A. The Compact shall come into effect on the date on which the Compact statute is enacted into
824 law in the tenth Member State. The provisions, which become effective at that time, shall be
825 limited to the powers granted to the Commission relating to assembly and the promulgation
826 or Rules. Thereafter, the Commission shall meet and exercise Rulemaking powers necessary
827 to the implementation and administration of this Compact.
828
829 B. Any State that joins the Compact subsequent to the Commission's initial adoption of the
830 Rules shall be subject to the Rules as they exist on the date on which the Compact becomes
831 law in that State. Any Rule that has been previously adopted by the Commission shall have
832 the full force and effect of law on the day the Compact becomes law in that State.
833
834 C. Any Member State may withdraw from this Compact by enacting a statute repealing the
835 same.
836
837 1. A Member State's withdrawal shall not take effect until six (6) months after the
838 enactment of the repealing statute.
839
840 2. Withdrawal shall not affect the continuing requirement of the withdrawing State's
841 Licensing Authority to comply with the investigative and Adverse Action reporting
842 requirements of this Compact prior to the effective date of withdrawal.
843

844 D. Nothing contained in this Compact shall be construed to invalidate or prevent any
845 Cosmetology licensure agreement or other cooperative agreement between a Member State
846 and a non-member State that does not conflict with the provisions of this Compact.
847

848 E. This Compact may be amended by the Member States. No amendment to this Compact shall
849 become effective and binding upon any Member State until it is enacted into the laws of all
850 Member States.
851

852 **ARTICLE 14- CONSTRUCTION AND SEVERABILITY**

853 This Compact shall be liberally construed so as to effectuate the purposes thereof. The provisions
854 of this Compact shall be severable and if any phrase, clause, sentence, or provision of this
855 Compact is declared to be contrary to the constitution of any Member State or of the United
856 States or the applicability thereof to any government, agency, person, or circumstance is held
857 invalid, the validity of the remainder of this Compact and the applicability thereof to any
858 government, agency, person, or circumstance shall not be affected thereby. If this Compact shall
859 be held contrary to the constitution of any Member State, the Compact shall remain in full force
860 and effect as to the remaining Member States and in full force and effect as to the Member State
861 affected as to all severable matters.
862

863 **ARTICLE 15- BINDING EFFECT OF COMPACT AND OTHER LAWS**

864 A. A Licensee providing Cosmetology Services in a Remote State under a Multistate License
865 shall function within the laws and regulations of the Remote State.
866

867 B. Nothing herein prevents the enforcement of any other law of a Member State that is not
868 inconsistent with this Compact.
869

870 C. Any laws in a Member State in conflict with this Compact are superseded to the extent of the
871 conflict.
872

873 D. Any lawful actions by the Commission, including all Rules and by laws promulgated by the
874 Commission, are binding upon the Member States.
875

876 E. All agreements between the Commission and the Member States are binding in accordance
877 with their terms.
878

879 F. In the event any provision of the Compact exceeds the constitutional limits imposed on the
880 legislature of any Member State, the provision shall be ineffective to the extent of the conflict
881 with the constitutional provision in question in that Member State.



Fwd: Council of State Governments - Cosmetology Compact Draft Review

1 message

----- Forwarded message -----

From: **Maura Scali-Sheahan** <nabba.mss@gmail.com>

Date: Tue, Jun 21, 2022 at 9:52 AM

Subject: Council of State Governments - Cosmetology Compact Draft Review

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

DRAFT AGENDA

DRAFT AGENDA

Hello NABBA Members,

This communication is a follow-up to the discussion regarding state compacts presented by Leslie Roste at the 94th Annual Conference in DC and provides you with the opportunity to provide feedback to the Council and Task Group. Please share this information with your Board members and fellow delegates.

Use the links below to learn more about state compacts and to comment on the proposed Cosmetology Compact. Your understanding of the compact structure and content is very important to determine whether your Board supports or opposes the **Cosmetology Compact** and/or the upcoming **Barbering Compact**, as they will closely align with each other. This is an opportunity for **all stakeholders** to weigh in with their questions, concerns, and any foreseen issues they may identify!

Additionally, as an organization, NABBA member Boards will need to reach a consensus regarding State Compacts in general. Some possible positions to consider:

- > The NABBA supports the Cosmetology (or Barbering) Compact as written.
- > The NABBA supports the Cosmetology (or Barbering) Compact with the following stipulations:
- > The NABBA opposes the Cosmetology (or Barbering) Compact because _____.
- > The NABBA maintains a neutral position regarding a State Board's decision to support or oppose the Cosmetology (or Barbering) Compact.

Feel free to submit other possible positions for the NABBA!

Given the current timeline, the position of our merged Boards regarding the Cosmetology Compact may need to be determined before our 95th Annual Conference in September, so please let me know if your Board has reached a position as soon as possible. In the meantime, I will send out the Barbering Compact draft as soon as it becomes available for review (eta, this summer).

Overview: <https://compacts.csg.org/compact-updates/cosmetology/>

Survey: <https://www.surveymonkey.com/r/cosmetologycompact>

Thank you in advance for your participation.

Maura

ATTN: Current & Former State Board Executive Director/Administrator BARBERS. Your assistance is needed as a subject matter expert to provide input on the upcoming Barbering Compact. Contact me ASAP to volunteer.

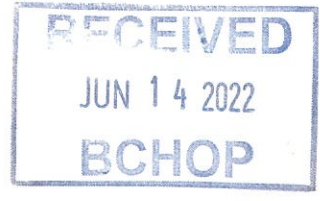
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Maura Scali-Sheahan, Ed D
NABBA, Chief Executive Officer
H: 904-268-5351
C: 904-945-8835

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June 7, 2022



Mr. Stephen Kirschner, Executive Director
Virginia Board for Barbers and Cosmetology
9960 Mayland Drive, Suite 400
Richmond, VA 23233

RE: FDA Approval of Silver Nitrate

Dear Executive Director Kirshner,

The Professional Beauty Association (PBA), a national non-profit trade association, serves as a resource to states by providing educational information and data. Members of PBA include licensed beauty professionals, salon owners, distributors, and manufacturers. We are reaching out to connect and collaborate with you and your team in Virginia.

Effective November 8, 2021, the Food and Drug Administration (FDA) has published a regulation that approved the safety and use of silver nitrate as a color additive in professional use only cosmetics specifically for the use of coloring eyebrows and eyelashes. The Food and Drug Administration is responsible for protecting public health by taking steps to review and approve the safety of food, drugs, medical devices, and cosmetics. This approval adds silver nitrate to the list of approved colors for use in cosmetics in the United States. Details of the approval and regulation controlling the use of silver nitrate as a color additive are listed in the FDA Federal Register, 55494 Vol. 86, No. 191 / Wednesday, October 6, 2021 / Rules and Regulations, included with this letter for your review.

PBA works to share resources to ensure licensed professionals, state agencies, and Boards have information and guidance to review and utilize as deemed most appropriate. PBA recognizes each state may have regulations in place guiding licensed professionals regarding eyelash and eyebrow tinting. As noted in the enclosed documents, the "FDA reviewed the data and information in the petition, and other available relevant material, and determined the petitioned use of silver nitrate, at a level of up to 4 percent by weight in the final viscous gel product, in professional-use only cosmetics to color eyebrows and eyelashes is safe."

PBA's Government Affairs team, myself or Ms. Kati Rapoza, will reach out to you and your staff via email and or phone call to address questions and learn what type of information you find useful moving forward.

Please feel free to reach out to the Professional Beauty Association at any time for support services and information you may find helpful.

Respectfully,

Myra Reddy, Government Affairs Director
Professional Beauty Association
myra@probeauty.org



public comment are not required to be given for this rule by 5 U.S.C. 553, or by any other law, the analytical requirements of the Regulatory Flexibility Act, 5 U.S.C. 601, *et seq.*, are not applicable. Accordingly, no regulatory flexibility analysis is required and none has been prepared.

List of Subjects in 15 CFR Part 774

Exports, Reporting and recordkeeping requirements.

For the reasons stated in the preamble, part 774 of the Export Administration Regulations (15 CFR parts 730–774) is amended as follows:

PART 774—THE COMMERCE CONTROL LIST

■ 1. The authority citation for 15 CFR part 774 continues to read as follows:

Authority: 50 U.S.C. 4801–4852; 50 U.S.C. 4601 *et seq.*; 50 U.S.C. 1701 *et seq.*; 10 U.S.C. 8720; 10 U.S.C. 8730(e); 22 U.S.C. 287c, 22 U.S.C. 3201 *et seq.*; 22 U.S.C. 6004; 42 U.S.C. 2139a; 15 U.S.C. 1824; 50 U.S.C. 4305; 22 U.S.C. 7201 *et seq.*; 22 U.S.C. 7210; E.O. 13026, 61 FR 58767, 3 CFR, 1996 Comp., p. 228; E.O. 13222, 66 FR 44025, 3 CFR, 2001 Comp., p. 783.

■ 2. In Supplement No. 1 to part 774, Category 1, revise Export Control Classification Number (ECCN) 1C298 to read as follows:

* * * * *

1C298 Graphite and deuterium that is intended for use other than in a nuclear reactor, as follows (see List of Items Controlled).

License Requirements
Reason for Control: NP

Control(s) Country chart (see Supp. No. 1 to part 738)

NP applies to entire entry. NP Column 2.

License Requirement Note: The graphite and deuterium, as defined in this entry, when intended for use in a nuclear reactor, is subject to the export licensing authority of the Nuclear Regulatory Commission (see 10 CFR part 110).

List Based License Exceptions (See Part 740 for a description of all license exceptions)

LVS: N/A
GBS: N/A

List of Items Controlled

Related Controls: (1) See also 1C107. (2) Graphite having a purity level of less than 5 parts per million “boron equivalent” as measured according to ASTM standard C-1233–98 and intended for use in a nuclear reactor is subject to the export licensing authority of the Nuclear Regulatory Commission (see 10 CFR part 110). (3) Deuterium and any deuterium compound,

including heavy water, in which the ratio of deuterium atoms to hydrogen atoms exceeds 1:5000; and intended for use in a nuclear reactor is subject to the export licensing authority of the Nuclear Regulatory Commission (see 10 CFR part 110).

Related Definitions: For the purpose of this entry, graphite with a purity level better than 5 parts per million boron equivalent is determined according to ASTM standard C1233–98. In applying ASTM standard C1233–98, the boron equivalence of the element carbon is not included in the boron equivalence calculation, since carbon is not considered an impurity. For the purpose of this entry, ‘Deuterium’ means deuterium and any deuterium compound, including heavy water, in which the ratio of deuterium atoms to hydrogen atoms exceeds 1:5000.

Items:

a. Graphite with a boron content of less than 5 parts per million and a density greater than 1.5 grams per cubic centimeter that is intended for use other than in a nuclear reactor;

b. ‘Deuterium’ not for use in a nuclear reactor.

* * * * *

Matthew S. Borman,
Deputy Assistant Secretary for Export Administration

[FR Doc. 2021–21509 Filed 10–5–21; 8:45 am]
BILLING CODE 3510–33–P

DEPARTMENT OF COMMERCE

Office of the Under-Secretary for Economic Affairs

15 CFR Part 1500

[Docket No.: 210820–0165]

RIN: 0605–AA53

Concrete Masonry Products Research, Education, and Promotion Order

AGENCY: Under-Secretary for Economic Affairs, United States Department of Commerce.

ACTION: Final rule; correction.

SUMMARY: This action contains a correction to the final rule published on September 15, 2021, setting forth the Concrete Masonry Products Research, Education, and Promotion Order, as authorized by the Concrete Masonry Products Research, Education, and Promotion Act of 2018, which establishes a Concrete Masonry Products Board (Board) composed of industry members appointed by the Secretary of Commerce (Secretary) to develop and implement programs of research, education, and promotion in the concrete masonry products industry. This action corrects email contact

information found in the previously published rule.

DATES: October 6, 2021.

FOR FURTHER INFORMATION CONTACT: Mr. Michael Thompson, Communications for the Commerce Checkoff Implementation Program, Office of the Under Secretary for Economic Affairs, telephone: (202) 482–0671 or via electronic mail: *michael.thompson@trade.gov*.

SUPPLEMENTARY INFORMATION: The Department of Commerce published a final rule on September 15, 2021 (86 FR 51456), establishing a Concrete Masonry Products Research, Education, and Promotion Order, as authorized by the Concrete Masonry Products Research, Education, and Promotion Act of 2018. The final rule incorrectly reported the email address found in the For Further Information Contact section of the rule. Please see the corrected email address in the **FOR FURTHER INFORMATION CONTACT** section of this correction.

Dated: September 30, 2021

Kenneth White,
Senior Policy Analyst, Under Secretary for Economic Affairs.

[FR Doc. 2021–21788 Filed 10–5–21; 8:45 am]

BILLING CODE 3510–20–P

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Food and Drug Administration

21 CFR Part 73

[Docket No. FDA–2018–C–0617]

Listing of Color Additives Exempt From Certification; Silver Nitrate

AGENCY: Food and Drug Administration, HHS.

ACTION: Final rule.

SUMMARY: The Food and Drug Administration (FDA or we) is amending the color additive regulations to provide for the safe use of silver nitrate as a color additive in professional-use only cosmetics to color eyebrows and eyelashes. This action is in response to a color additive petition (CAP) filed by GW Cosmetics GmbH.

DATES: This rule is effective November 8, 2021. See section VIII for further information on the filing of objections. Submit either electronic or written objections and requests for a hearing on the final rule by November 5, 2021.

ADDRESSES: You may submit objections and requests for a hearing as follows. Please note that late, untimely filed objections will not be considered.

Electronic objections must be submitted on or before November 5, 2021. The <https://www.regulations.gov> electronic filing system will accept comments until 11:59 p.m. Eastern Time at the end of November 5, 2021. Objections received by mail/hand delivery/courier (for written/paper submissions) will be considered timely if they are postmarked or the delivery service acceptance receipt is on or before that date.

Electronic Submissions

Submit electronic objections in the following way:

- **Federal eRulemaking Portal:** <https://www.regulations.gov>. Follow the instructions for submitting comments. Objections submitted electronically, including attachments, to <https://www.regulations.gov> will be posted to the docket unchanged. Because your objection will be made public, you are solely responsible for ensuring that your objection does not include any confidential information that you or a third party may not wish to be posted, such as medical information, your or anyone else's Social Security number, or confidential business information, such as a manufacturing process. Please note that if you include your name, contact information, or other information that identifies you in the body of your objection, that information will be posted on <https://www.regulations.gov>.

- If you want to submit an objection with confidential information that you do not wish to be made available to the public, submit the objection as a written/paper submission and in the manner detailed (see "Written/Paper Submissions" and "Instructions").

Written/Paper Submissions

Submit written/paper submissions as follows:

- **Mail/Hand Delivery/Courier (for written/paper submissions):** Dockets Management Staff (HFA-305), Food and Drug Administration, 5630 Fishers Lane, Rm. 1061, Rockville, MD 20852.

- For written/paper objections submitted to the Dockets Management Staff, FDA will post your objection, as well as any attachments, except for information submitted, marked and identified, as confidential, if submitted as detailed in "Instructions."

Instructions: All submissions received must include the Docket No. FDA-2018-C-0617 for "Listing of Color Additives Exempt from Certification; Silver Nitrate." Received objections, those filed in a timely manner (see ADDRESSES), will be placed in the docket and, except for those submitted as "Confidential Submissions," publicly

viewable at <https://www.regulations.gov> or at the Dockets Management Staff between 9 a.m. and 4 p.m., Monday through Friday, 240-402-7500.

- **Confidential Submissions**—To submit an objection with confidential information that you do not wish to be made publicly available, submit your objections only as a written/paper submission. You should submit two copies total. One copy will include the information you claim to be confidential with a heading or cover note that states "THIS DOCUMENT CONTAINS CONFIDENTIAL INFORMATION." We will review this copy, including the claimed confidential information, in our consideration of comments. The second copy, which will have the claimed confidential information redacted/blacked out, will be available for public viewing and posted on <https://www.regulations.gov>. Submit both copies to the Dockets Management Staff. If you do not wish your name and contact information to be made publicly available, you can provide this information on the cover sheet and not in the body of your comments and you must identify this information as "confidential." Any information marked as "confidential" will not be disclosed except in accordance with 21 CFR 10.20 and other applicable disclosure law. For more information about FDA's posting of comments to public dockets, see 80 FR 56469, September 18, 2015, or access the information at: <https://www.govinfo.gov/content/pkg/FR-2015-09-18/pdf/2015-23389.pdf>.

Docket: For access to the docket to read background documents or the electronic and written/paper comments received, go to <https://www.regulations.gov> and insert the docket number, found in brackets in the heading of this document, into the "Search" box and follow the prompts and/or go to the Dockets Management Staff, 5630 Fishers Lane, Rm. 1061, Rockville, MD 20852, 240-402-7500.

FOR FURTHER INFORMATION CONTACT: Rachel Morissette, Center for Food Safety and Applied Nutrition, Food and Drug Administration, 5001 Campus Dr., College Park, MD 20740-3835, 240-402-1212.

SUPPLEMENTARY INFORMATION:

I. Introduction

In a notice published in the **Federal Register** of March 7, 2018 (83 FR 9715), we announced that we filed a color additive petition (CAP 8C0312) submitted by GW Cosmetics GmbH (GW), c/o EAS Consulting Group, LLC, 1700 Diagonal Rd., Suite 750, Alexandria, VA 22314. The petition and

its supporting documents proposed to amend the color additive regulations in part 73 (21 CFR part 73), *Listing of Color Additives Exempt from Certification*, to provide for the safe use of silver nitrate as a color additive, at a level of up to 4 percent by weight in the final product, in professional-use only cosmetics to color eyebrows and eyelashes in persons age 16 and older.

Silver nitrate is a highly purified inorganic compound obtained as the recrystallized precipitate from the concentrated reaction mixture of silver and excess nitric acid at elevated temperatures, followed by drying the decanted, filtered, and washed crystals. Silver nitrate has the chemical formula AgNO₃. Although silver nitrate is colorless, when it comes into contact with argentaffin, the melanin-rich protein filaments in the hair, it is reduced to black-brown metallic silver, which remains in the filaments (Ref. 1). GW formulates the silver nitrate into a viscous gel, which limits migration of the gel components into the eye during and after the application procedure, thereby minimizing potential extraneous staining or irritation.

II. Safety Evaluation

Under section 721(b)(4) of the Federal Food, Drug, and Cosmetic Act (21 U.S.C. 379e(b)(4)), a color additive cannot be listed for a proposed use unless the data and information available to FDA establish that the color additive is safe for that use. Our color additive regulations in § 70.3(i) (21 CFR 70.3(i)) define "safe" to mean that there is convincing evidence establishing with reasonable certainty that no harm will result from the intended use of the color additive. As part of our safety evaluation to establish with reasonable certainty that a color additive is not harmful under its intended conditions of use, we consider the color additive's manufacturing and stability; the projected human exposure to the color additive and any impurities resulting from the petitioned use of the color additive; the additive's toxicological data; and other relevant information (such as published literature) available to us.

A. Estimated Dermal Exposure

To support the safety of the intended use of silver nitrate, GW provided estimates of the systemic exposure to silver from the petitioned use of silver nitrate using various published dermal absorption values. However, as we explain in a separate memorandum (Ref. 2), we consider the most comprehensive measure of skin penetration of silver to come from a recent published mass

balance percutaneous penetration study that determined the distribution of silver penetrating the different layers of human skin (Ref. 3). Therefore, we used these published dermal absorption values, expressed as a dermal absorption percentage of the amount of silver applied, and assumptions made in GW's exposure estimate, to estimate that the dermal exposure to silver from the intended use of silver nitrate would be 0.15 micrograms (μg) silver/person (p)/day (d) per application. Since the exposure to silver could also be affected by the duration of the silver nitrate's contact with the skin at the application site, we further refined the exposure based on an exaggerated upper-bound application time of 3 minutes (Ref. 2). Thus, the maximum estimated dermal exposure to silver from the intended use of silver nitrate to color eyebrows and eyelashes is estimated to be 0.3 nanograms (ng)/p/d per application and exposure to silver nitrate is estimated to be 0.5 ng/p/d per application (Ref. 2).

B. Acceptable Intake Level for Silver

In the evaluation of the safe use of an ingredient or substance that can be absorbed systemically (e.g., a color additive for use in a cosmetic), we consider overall probable exposure (Ref. 4). We calculated the oral cumulative estimated daily intake (CEDI) of silver to be 72 $\mu\text{g}/\text{p}/\text{d}$ in our previous evaluations (Ref. 5). The conservative estimate of systemic exposure to silver from its color additive use in a high-viscosity gel formulation applied to eyebrows and eyelashes (0.3 ng/p/d per application) is approximately 0.0004 percent of the CEDI (Ref. 4). However, the systemic exposure to silver is likely to be far less than the estimate of 0.3 ng/p/d per application due to three default factors and assumptions used in that estimate. First, a dermal retention factor of 0.1 (10 percent) for a "leave-on" (i.e., not intended to be rinsed off) product was used, although excess gel is intended to be removed as directed; second, a 20 percent skin "reach" factor (i.e., 20 percent of the applied silver nitrate gel is in contact with the skin) was used, though this number is likely much less, provided the gel is thoroughly removed from the eyebrows or eyelashes as directed; and third, a 1 in 10 day use factor was used, which is likely to be conservative when considering exposure over a lifetime. For example, GW notes that the coloring effects should last up to 6 weeks. Therefore, if an individual decreases their use from once every 10 days to once every 2 weeks, there would be a 30 percent decrease in the exposure to silver. Furthermore, silver binds tightly to

protein and would not be expected to transfer from the protein in the hair follicles (Ref. 4).

Considering the very low percentage (0.0004 percent) of the CEDI represented by our estimated systemic exposure from the intended use of silver nitrate as a color additive for dyeing eyebrows and eyelashes, and the likelihood that probable systemic exposure to silver is orders of magnitude lower than the 0.3 ng/p/d per application estimate, we conclude that the exposure to silver from the petitioned intended use is negligible, and it does not impact the CEDI of silver (Ref. 4).

C. Toxicological Considerations

To establish that silver nitrate is safe for use as a color additive to color eyebrows and eyelashes, GW provided data from two in vitro ocular irritation assays conducted with the proposed silver nitrate gel. Both of these in vitro studies, using colorimetric measurements as predictors of ocular irritation, indicate that the silver nitrate gel product contains severe eye irritating ingredient(s). However, the color of this product interferes with colorimetric measurement portion of these studies, limiting the utility of these studies to non-colorimetric dependent portions of the assessment. Colorimetric results cannot be used to determine the ocular irritancy of a colorant such as silver nitrate; therefore, the assays provided only limited value to the current safety assessment. Nevertheless, the color of silver nitrate does not affect the histological assessment portion included in one of the in vitro studies. The histopathological results from one in vitro assay performed on bovine corneas treated with the silver nitrate gel did not reveal any significant physical effects or potential for damage, even following a 10-minute continuous exposure with full immersion (Refs. 5 and 6). In comparison, GW's proposed upper-bound application time of the silver nitrate gel is only 3 minutes. Additionally, the viscosity of the silver nitrate gel formulation limits entry into the eye during and after application to eyelashes. The ocular exposure to silver nitrate would be incidental and would initiate ocular tearing, which would dilute the silver nitrate concentration (Ref. 6). Additionally, we are requiring the instruction "Rinse eyes immediately if product comes into contact with them" on the label of cosmetic products containing this color additive. We expect this instruction will further minimize the chances of potential harm. Therefore, we expect no permanent ocular damage (Ref. 6).

GW also submitted results from a single-application, intended-use study in human subjects. The study included a pretreatment step with a preparation gel not containing silver nitrate to open hair cuticles prior to application of GW's silver nitrate gel to both eyebrows and eyelashes. During and after the study, only two adverse effects were identified in a limited number of users, which included burning sensations in the eyes (most occurrences were "slight" in degree and lasted less than 1 minute after the removal of the product, as self-reported by the study subjects) and skin staining primarily beneath the eyebrows (which was infrequent). We also found no clinically significant findings related to the eye (Ref. 7), which is consistent with the corneal histopathology findings. Based on these results, we conclude that potential ocular irritancy (i.e., burning sensations) and skin staining present minimal risks to safety. Furthermore, we expect they will be mitigated by statements required to be on the label of a cosmetic product containing silver nitrate. See 21 CFR 73.2550(d)(2).

This final rule includes an age use limitation to help ensure that professionals apply silver nitrate cosmetics only to individuals with fully mature facial size and structural development. The human eye and associated structures generally reach full adult size and structural development by 12 years of age. Therefore, limiting the age use to 16 years and older provides a safety margin for those few individuals whose facial size and structures might not have fully developed by age 12 (Ref. 7).

This final rule includes a restriction on distribution or direct sale to consumers and a professional-use only limitation to increase the likelihood that professionals who are trained in and knowledgeable about applying cosmetics will apply the silver nitrate product. "Professional" in this rule means an individual who, as part of an occupation, is permitted by the jurisdiction in which the individual practices to apply cosmetics for dyeing eyebrows and eyelashes.

This final rule includes a limited application time to limit the amount of any potential systemic absorption of the silver nitrate. Silver nitrate absorption in the skin is time dependent; therefore, limiting the skin contact time will result in a negligible level of systemic absorption. We did not identify any evidence suggesting that GW's intended conditions of use of silver nitrate are of toxicological concern (Ref. 6).

Based on the totality of the safety data and our conclusion that the systemic

exposure to silver nitrate under the conditions of use is negligible, we conclude that there is a reasonable certainty of no harm from the intended use of silver nitrate in professional-use only cosmetics to color eyebrows and eyelashes of persons age 16 and older at a level of up to 4 percent by weight in the final product. To mitigate the risk of adverse effects from the use of silver nitrate in these cosmetic products, the labeling of the cosmetic product must include statements about the potential ocular irritancy and skin staining, an age use limitation, professional-use only designation, and limited application time.

III. Response to Comment

We received two comments in response to our filing of the color additive petition. One comment, however, did not address silver nitrate or color additives. The other comment claimed that the assumption that only trained beauticians or cosmetologists will be applying this product to consumers poses public health concerns because States have their own requirements regarding the licensure of makeup artists. The comment also stated that applying this product to the eyes and the surrounding area poses serious health concerns. The comment claimed that silver nitrate is considered highly toxic and that the gel containing the silver nitrate will travel down the hair shaft directly onto the skin and into the eye.

Regarding the professional-use only status of the product, we acknowledge that FDA does not regulate the professional practice of applying those cosmetics to consumers. This final rule includes a professional-use only limitation, along with a restriction on distribution or direct sale to consumers, to increase the likelihood that professionals who are trained in and knowledgeable about applying cosmetics will apply the silver nitrate product. As explained above, we reviewed data and information to establish that silver nitrate when applied as a gel under the conditions described herein is safe for its intended use. As demonstrated in the testing conditions that were described in the submitted petition, the silver nitrate gel product, when applied as intended, was not toxic and did not result in ocular damage. In this case, the intended use of silver nitrate is in specific professional-use only cosmetics, and we have determined that this intended use is safe.

Regarding the safety of applying this product to the eyes and the surrounding areas, we have determined, as explained

in the discussion of our safety evaluation, that the intended use of silver nitrate as a color additive in certain cosmetic products is safe.

IV. Conclusion

FDA reviewed the data and information in the petition, and other available relevant material, and determined the petitioned use of silver nitrate, at a level of up to 4 percent by weight in the final viscous gel product, in professional-use only cosmetics to color eyebrows and eyelashes is safe. We further conclude that the color additive will achieve its intended technical effect and is suitable for the petitioned use. Consequently, we are amending the color additive regulations in part 73 to provide for the safe use of this color additive as set forth in this document. In addition, based upon the factors listed in 21 CFR 71.20(b), we conclude that certification of silver nitrate is not necessary for the protection of public health.

V. Public Disclosure

In accordance with § 71.15 (21 CFR 71.15), the petition and the documents that we considered and relied upon in reaching our decision to approve the petition will be made available for public disclosure (see **FOR FURTHER INFORMATION CONTACT**). As provided in § 71.15, we will delete from the documents any materials that are not available for public disclosure.

VI. Analysis of Environmental Impact

We considered the environmental effects of this rule, as stated in the March 7, 2018, **Federal Register** notice of petition for CAP 8C0312. We have concluded that the action will not have a significant impact on the human environment, and that an environmental impact statement is not required. We did not receive any new information or comments that would affect this determination. Our finding of no significant impact and the evidence supporting that finding, contained in an environmental assessment, may be seen in the Dockets Management Staff (see **ADDRESSES**) between 9 a.m. and 4 p.m., Monday through Friday.

VII. Paperwork Reduction Act of 1995

This final rule contains no collection of information. Therefore, clearance by the Office of Management and Budget under the Paperwork Reduction Act of 1995 is not required.

VIII. Objections

This rule is effective as shown in the **DATES** section, except as to any provisions that may be stayed by the

filing of proper objections. If you will be adversely affected by one or more provisions of this regulation, you may file with the Dockets Management Staff (see **ADDRESSES**) either electronic or written objections. You must separately number each objection, and within each numbered objection you must specify with particularity the provision(s) to which you object, and the grounds for your objection. Within each numbered objection, you must specifically state whether you are requesting a hearing on the particular provision that you specify in that numbered objection. If you do not request a hearing for any particular objection, you waive the right to a hearing on that objection. If you request a hearing, your objection must include a detailed description and analysis of the specific factual information you intend to present in support of the objection in the event that a hearing is held. If you do not include such a description and analysis for any particular objection, you waive the right to a hearing on the objection.

Any objections received in response to the regulation may be seen in the Dockets Management Staff between 9 a.m. and 4 p.m., Monday through Friday, and will be posted to the docket at <https://www.regulations.gov>. We will publish notice of the objections that we have received or lack thereof in the **Federal Register**.

IX. References

The following references marked with an asterisk (*) are on display at the Dockets Management Staff (see **ADDRESSES**) and are available for viewing by interested persons between 9 a.m. and 4 p.m., Monday through Friday; they also are available electronically at <https://www.regulations.gov>. References without asterisks are not on public display at <https://www.regulations.gov> because they have copyright restriction. Some may be available at the website address, if listed. References without asterisks are available for viewing only at the Dockets Management Staff. FDA has verified the website addresses, as of the date this document publishes in the **Federal Register**, but websites are subject to change over time.

- *1. Memorandum from N. Hepp, Color Technology Branch, Office of Cosmetics and Colors, Center for Food Safety and Applied Nutrition (CFSAN), FDA to R. Morissette, Regulatory Review Branch (RRB), DFI, OFAS, CFSAN, FDA, September 10, 2021.
- *2. Memorandum from H. Lee, Chemistry Review Branch (CRB), Division of Food Ingredients (DFI), Office of Food Additive Safety (OFAS), CFSAN, FDA to

R. Morissette, RRB, DFI, OFAS, CFSAN, FDA, June 22, 2021.

3. Kraeling, M.E.K., V.D. Topping, Z.M. Keltner, et al. "In Vitro Percutaneous Penetration of Silver Nanoparticles in Pig and Human Skin." *Regulatory Toxicology and Pharmacology* (2018) 95: 314–322.
- *4. Memorandum from M. DiNovi, OFAS, CFSAN, FDA to R. Morissette, RRB, DFI, OFAS, CFSAN, FDA, June 22, 2021.
- *5. Memorandum from A. GonzalezBonet, CRB, Division of Food Contact Substances, OFAS, CFSAN, FDA to M. Swain, CRB, DFI, OFAS, CFSAN, FDA, April 7, 2017.
- *6. Memorandum from M. Wyatt, Cosmetics Division, Office of Cosmetics and Colors, CFSAN, FDA to R. Morissette, RRB, DFI, OFAS, CFSAN, FDA, September 10, 2021.
- *7. Memorandum from W. Chambers, Ophthalmology, Office of New Drugs, Center for Drug Evaluation and Research, FDA to R. Morissette, RRB, DFI, OFAS, CFSAN, FDA, September 2, 2021.

List of Subjects in 21 CFR Part 73

Color additives, Cosmetics, Drugs, Foods, Medical devices.

Therefore, under the Federal Food, Drug, and Cosmetic Act and under authority delegated to the Commissioner of Food and Drugs, 21 CFR part 73 is amended as follows:

PART 73—LISTING OF COLOR ADDITIVES EXEMPT FROM CERTIFICATION

- 1. The authority citation for part 73 continues to read as follows:

Authority: 21 U.S.C. 321, 341, 342, 343, 348, 351, 352, 355, 361, 362, 371, 379e.

- 2. Add § 73.2550 to read as follows:

§ 73.2550 Silver nitrate.

(a) *Identity.* The color additive silver nitrate is a purified inorganic compound obtained as the recrystallized precipitate from the concentrated reaction mixture of silver and excess nitric acid at elevated temperatures, followed by drying the decanted, filtered, and washed crystals. The color additive has the chemical formula AgNO₃.

(b) *Specifications.* Silver nitrate shall conform to the following specifications and shall be free from impurities other than those named to the extent that such impurities may be avoided by good manufacturing practice:

(1) Arsenic, not more than 3 milligrams/kilogram (mg/kg) (3 parts per million (ppm)).

(2) Cadmium, not more than 5 mg/kg (5 ppm).

(3) Lead, not more than 10 mg/kg (10 ppm).

(4) Mercury, not more than 1 mg/kg (1 ppm).

(5) Volatile matter, calculated as water, not more than 0.1 percent.

(6) Total color, not less than 99.9 percent.

(c) *Uses and restrictions.* The color additive silver nitrate may be safely used in externally applied professional-use only cosmetics intended to impart color to the eyebrows and eyelashes subject to the following restrictions:

(1) The amount of silver nitrate in the cosmetic product shall not be more than 4 percent by weight.

(2) The viscosity of the cosmetic formulation shall be not less than 120 Pascal-seconds (Pa·s) and not more than 180 Pa·s at normal temperature and pressure.

(3) The cosmetic containing silver nitrate is not intended for use on persons under the age of 16.

(4) Application of the cosmetic containing silver nitrate is not intended to exceed 1 minute and is intended to be followed by immediate removal.

(5) The cosmetic containing silver nitrate is applied by a professional.

(6) The cosmetic containing silver nitrate is not distributed or directly sold to consumers.

(d) *Labeling requirements.* (1) The label of the color additive and any mixture prepared therefrom intended solely or in part for coloring purposes shall conform to the requirements of § 70.25 of this chapter and include adequate directions to prepare a final product complying with the limitations prescribed in paragraph (c) of this section.

(2) The label of any cosmetic containing the color additive silver nitrate, in addition to other information required by law, shall contain the following statements: Contains silver nitrate. Silver nitrate may permanently stain skin with which it comes into contact. Silver nitrate may irritate the eyes. For application by professionals only for dyeing eyebrows and eyelashes, in accordance with the directions for use. Not for use on persons under the age of 16. Apply to eyebrows and eyelashes for no more than 1 minute, followed by immediate removal. Rinse eyes immediately if product comes into contact with them. Consult a physician if any irritation persists. Not for distribution or direct sale to consumers.

(e) *Exemption from certification.* Certification of this color additive is not necessary for the protection of the public health, and therefore batches thereof are exempt from the certification requirements of section 721(c) of the Federal Food, Drug, and Cosmetic Act.

Dated: September 30, 2021.

Lauren K. Roth,
Acting Principal Associate Commissioner for Policy.

[FR Doc. 2021–21755 Filed 10–5–21; 8:45 am]

BILLING CODE 4164–01–P

DEPARTMENT OF COMMERCE

Patent and Trademark Office

37 CFR Part 6

[Docket No. PTO–T–2021–0041]

RIN 0651–AD57

International Trademark Classification Changes

AGENCY: United States Patent and Trademark Office, Department of Commerce.

ACTION: Final rule.

SUMMARY: The United States Patent and Trademark Office (USPTO) issues this final rule to incorporate classification changes adopted by the Nice Agreement Concerning the International Classification of Goods and Services for the Purposes of the Registration of Marks (Nice Agreement). These changes are listed in the International Classification of Goods and Services for the Purposes of the Registration of Marks (Nice Classification), which is published by the World Intellectual Property Organization (WIPO), and will become effective on January 1, 2022.

DATES: This rule is effective on January 1, 2022.

FOR FURTHER INFORMATION CONTACT: Catherine Cain, Office of the Deputy Commissioner for Trademark Examination Policy, at 571–272–8946, or by email at TMPolicy@uspto.gov.

SUPPLEMENTARY INFORMATION:

Purpose: As noted above, this final rule incorporates classification changes adopted by the Nice Agreement that will become effective on January 1, 2022. Specifically, this rule adds new goods to, or deletes existing goods from, two class headings to further define the types of goods appropriate to the class.

Summary of Major Provisions: The USPTO is revising § 6.1 of 37 CFR part 6 to incorporate classification changes and modifications, as listed in the Nice Classification (11th ed., ver. 2022), published by WIPO, that will become effective on January 1, 2022.

The Nice Agreement is a multilateral treaty, administered by WIPO, that establishes the international classification of goods and services for the purposes of registering trademarks



TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: STEPHEN KIRSCHNER, EXECUTIVE DIRECTOR
SUBJECT: PROPOSED BATHROOM REQUIREMENTS FOR FACILITIES REGULATIONS
DATE: JUNE 24, 2022

The Board initiated a regulatory change in March of 2022 that would allow salons, shops, spas, and schools the ability to share a bathroom with other businesses, as long as the bathroom is available for client use, is within 200 feet of the entrance, and adhere to all sanitation standards in 18 VAC 41-70-270 and 18 VAC 41-20-270. The amendment to the regulations decreases the financial burden on small businesses while providing reasonable safety protections by ensuring the facility maintains the restroom.

This proposal is currently in the fast track regulatory phase and during the Department of Planning and Budget (DPB) review, staff discovered an unintended consequence that needs to be resolved. The proposed language may inadvertently cause some facilities to fall out of compliance with the 200 feet of the entrance requirement. DPB also identified this issue and asked if the Board would be willing to make a slight modification to ensure no one is negatively impacted by this change. The draft language to the proposed regulations was modified to ensure currently complaint facilities remain in compliance with the regulations. The new language reads:

For facilities newly occupied after January 1, 2017, the bathroom shall either be exclusively for clients' use or shared with other businesses in the same building. If the bathroom is shared, the bathroom shall be available for client use, within 200 feet of the entrance and must adhere to all sanitation requirements of this chapter.

The Board can approve the revised language and advance this regulatory change with a motion to “approve the proposed changes relating to facility bathroom requirements.”

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.



TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: STEPHEN KIRSCHNER, EXECUTIVE DIRECTOR
SUBJECT: COSMETOLOGY TRAINING HOURS
DATE: JUNE 24, 2022

In authorizing the Board to set requirements for obtaining a license, the Code of Virginia states that limitations on the entry into a profession should be no greater than necessary to protect the health, safety, and welfare of the public.

During the last General Assembly session, the House of Delegate's General Laws Committee failed to advance a bill that would statutorily set the cosmetology training hours at 1,000 hours. In doing so, for the third time in four years, the committee expressed skepticism that the current 1,500 hours is the minimum number of training hours needed to safely perform cosmetology. The Committee members indicated that they wished to give the Board one more chance to reduce hours of its own accord before the General Assembly acted to do so.

Pursuant to that desire, the Board's Standing Committee on Training created a Regulatory Advisory Panel on Cosmetology Training composed of education providers, curriculum writers, licensed instructors, and industry leaders. The panel reviewed every curriculum item in the Standing Committee's proposed cosmetology curriculum, and provided analysis on:

1. Whether there were public safety risks for each item, and identifying that risk,
2. Whether training was the least restrictive way to address that risk, and if so,
3. How many hours of training were needed for a practitioner to provide that service safely?

After providing this data through surveys, the Panel met and discussed the results of the survey. The results of the surveys resulted in minimum cosmetology training hours of:

Hours	Low	High	Average	Median (middle)
TOTAL	32	3361	892	542

Based on this expert panel's analysis of minimum training needed for a cosmetologist to provide safe services, staff offer the following options for reducing the cosmetology training hours to better reflect what is needed to achieve minimum competency in cosmetology.

- **Option #1** – Reduce cosmetology training hours to the average of the Panel's recommendations: 892 hours. This amount is similar to the public school cosmetology programs' 840 hours, but

may have a significant impact on license portability to other states and licensed cosmetology schools.

- **Option #2** – Reduce cosmetology training hours to 1,000 hours, which several large states have recently adopted. This amount is higher than the Panel’s average and median hours; however, this is the lowest hour amount among other states (CA, TX, NY, VT, MA). This amount of training would not have the license portability problems of Option #1, but would still impact cosmetology schools.
- **Option #3** – Adopt the “Stackable Credential” model of training and reduce cosmetology training hours to 1,000 hours. The Standing Committee on Training has been looking at the Stackable Credential model, and staff wanted to include an option that offers that model. This change would necessarily require esthetics hours to be lowered as well and would have a significant impact on esthetics license portability, esthetics schools, and students.

Staff will ask the Board to initiate a regulatory action to adopt one of these options at the July Board meeting. Please come prepared to discuss this topic. Attached to this memo are 1) the survey results showing hours for each curriculum item, 2) the presentation from the Panel meeting summarizing the survey results, and 3) each panel member’s survey results. The Board can adopt one of these options by a motion to “Initiate a regulatory action to lower cosmetology hours to _____.”

*****Please note that this vote will not immediately change the hours.** This change will have to go through the standard regulatory review process which will allow the Board to work out the technical details of the change and incorporate stakeholder feedback. This vote is to start the process of lowering the hours.

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

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SURVEY RESULTS

GENERAL PORTION -					SKIN PORTION -					WAX PORTION				
	Low	High	Avg.	Median		Low	High	Avg.	Median		Low	High	Avg.	Median
1. Orientation					5. Skin care -					8. Hair removal -				
a. School policies;	0	50	11.25	4.5	a. Health screening;	1	50	11.1	5	a. Types of hair removal;	0	40	9.5	3.5
b. Management;	0	20	7.25	4	b. Skin analysis and consultation;	1	100	16.8	4.5	b. Wax types;	0	20.8	1.5	1
c. Sales, inventory and retailing;	0	10	3.25	3	c. Effleurage and related movements and manipulations of the face and body;	0	50	13	5	c. Tweezing;	0	21	2.5	2
d. Taxes and payroll;	0	5	2	2.5	d. Cleansings procedures;	0	25	6.375	3.5	d. Chemical hair removal;	0	21	2.85	3.5
e. Insurance;	0	3	1.5	2	e. Masks;	0	50	9.5	4.5	e. Mechanical hair removal; and	0	21	1.7	1
f. Client records and confidentiality; and	0	20	4.25	3	f. Extraction techniques;	1	25	8.4	5.5	f. General procedures and safety measures	0	21	5.1	2
g. Professional ethics and practices.	0	100	16.5	3	g. Machines, equipment and electricity;	0	50	13.1	5.5	Totals	0	145	23.15	13
2. Laws and regulations -					6. Makeup					HAIR PORTION -				
3. General sciences -					7. Body and other treatments -					3. Shampooing, rinsing, and scalp treatments -				
a. Bacteriology;	0	25	6.5	4.5	i. Machine, electrical facials and treatments; and	2	35	14	6.25	a. Analysis	0	25	6.6	3.5
b. Microorganisms;	0	25	5.3	2.5	j. General procedures and safety measures.	0	20	5.1	2.5	b. Procedures, Manipulations, and treatments	2	50	14.25	7
c. Infection control, disinfection, sterilization;	5	100	24.8	16	a. Setup, supplies and implements;	0	15	4	3	5. Hair styling:				
d. Occupational Safety and Health Administration (OSHA) requirements;	0	15	4.1	3	b. Color theory;	0	5	1.375	0.5	a. Finger waving, molding and pin curling;	0	75	16.125	4.5
e. Material Safety Data Sheet (MSDS);	0	20	4.75	3.5	c. Consultation;	0	10	1.875	1	b. Roller curling, combing, and brushing; and	0	75	17.5	6
f. General procedures and safety measures;					d. General and special occasion application;	0	9	2.9	2	c. Heat curling, waving, and pressing.	0	125	31.5	14
g. Cosmetic chemistry;	0	25	6.5	5.5	e. Camouflage;	0	6	1.75	1	6. Hair cutting:				
h. Products and ingredients; and	0	12.5	5	4.5	f. Application of false lashes and lash extensions;	2	17	10	10	a. Fundamentals, materials, and equipment;	0	75	18.88	5
i. Nutrition.	0	3	1.1	0	g. Lash and eyebrow tinting;	2	25	7.25	4.5	b. Procedures	0	350	108.3	50
4. Applied sciences -					8. Hair coloring and bleaching:					7. Permanent waving-chemical relaxing:				
a. Anatomy and physiology;	0	25	9.75	10	h. Lash perming;	0	15	6.3	6	a. Analysis;	0	87.5	22.5	10
b. Skin structure and function;	0	40	10.25	5.5	i. Lightning of the hair on body except scalp; and	0	10	4.25	3	b. Supplies and equipment;	0	88	6.4	7.5
c. Skin types;	0	20	6.25	2.5	j. General procedures and safety measures.	0	10	2	1	c. Procedures and practical application;	0	88	41.5	55
d. Skin conditions; and	0	15	5.25	4.5	Totals					d. Chemistry;	0	88	10.5	10
e. Diseases and disorders of the skin and scalp.	0	20	6.25	5	a. Body treatments;	0	25	7.25	4	a. Analysis and basic color theory;	0	150	40	17.5
f. personal hygiene	0	6	1.75	0.5	b. Body wraps;	0	15	3.5	2	b. Supplies and equipment;	5	82	21.25	11.5
Totals	8	659.5	160.55	94.5	c. Body masks;	0	15	3.125	2	c. Procedures and practical application;	0	200	76.25	75
NAIL PORTION -					d. Body scrubs;	0	15	3.875	1	10. Wigs, hair pieces, and related theory:				
5. Manicuring and Pedicuring					e. Aromatherapy; and	0	6	1.75	1	a. Types; and	0	50	11.75	4.5
a. Nail Procedures (manicuring, pedicuring, and nail extensions)	0	80	41	40	f. General procedures and safety measures.	0	25	6.75	2.5	b. Procedures.	0	100	19	5
b. Nail theory and nail structure and composition	4	100	23.5	12.5	Totals					Totals	7	1709	462.31	286
c. Electric Filing	1	20	11	8										
Totals	5	200	75.5	60.5										

Hours	Low	High	Average	Median
Total for All Items	32	3361	892	542

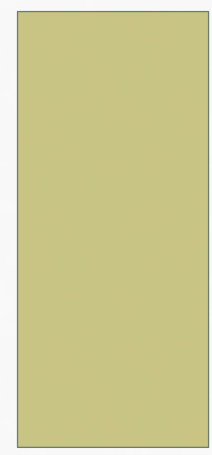
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VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
REGULATORY ADVISORY PANEL ON COSMETOLOGY
CURRICULUM

MAY 26, 2022



AGENDA

- RAP Member Introduction
- Overview of Surveys
- Discussion
- Final Recommendations

MEMBERS OF COMMITTEE

- Matthew Roberts, Board Chair, Nail Technician
- Jonathan Melloul, School Operator
- Lonnie Quesenberry, Board Cosmetologist
- Audra Turner, Teacher and Curriculum Writer
- Oanh "Tina" Dang, Board Cosmetologist
- Cheryl Corry, Public School Instructor
- Renee Gilanshah, Board Esthetician
- Gordon Logan, Founder/Chairman of Sport Clips Haircuts
- Leslie Roste, Salon Safety SME, Curriculum Writer
- Kim Schottler, Sr. Vice President, Great Clips

COMMITTEE ASSIGNMENTS

- Review Virginia Cosmetology Curriculum items in line with Statutory requirement: “least restrictive means”
 1. Is there a specific health, safety, or welfare harm this will prevent? If so, identify the harm.
 2. Is training the least restrictive means to address this harm?
 3. If yes, what is the least amount of hours to ensure the student can perform the service safely?

OVERVIEW OF SURVEYS - GENERAL RESULTS

- Short Answer Questions:
 - Ratio: Yes/No
 - Common Responses
- Overall hours
 - Lowest –
 - Highest –
 - Average -
 - Median –

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PANEL HOURS RECOMMENDATION

	Low	High	Avg.	Median	
Intro - Orientation		0	208	46	22
Intro - Laws and Regs		3	100	17	5
Intro - General sciences -		0	210	52	35
Intro- Applied sciences		0	126	39.5	28
Nail Care		5	200	75.5	60.5
Skin Care		12	663	177	92.25
Hair Removal		0	144.8	23.15	13
Hair Care		12	1709	462.3	286
TOTAL		32	3361*	892.5	541.8

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OVERVIEW OF SURVEYS – ORIENTATION: SCHOOL POLICIES

- Health/Safety Concern? 3:1 Yes
 - Yes Reasoning: Students need to understand how program will operate, contains some health/safety background, proper dress and conduct for salon/lab setting
 - No Reasoning: School policies should explain the program and not have any health/safety information tied to actually practicing
- Training Least Restrictive Way to Mitigate? 3:1 yes
 - Yes: Most students Kinesthetic type learns and don't learn as well on own, online/self-study is not as effective, needs brief overview then daily reinforcement.
 - No: Online module would be sufficient
- Minimum number of hours?
 - **Range 0 – 50, Avg. 11.3, Median 4.5**

cont'd

OVERVIEW OF SURVEYS – ORIENTATION: SALON MANAGEMENT

- Health/Safety Concern? 2:1 Yes
 - Yes Reasoning: Help newly licensed understand legal requirements; operation procedures to protect staff/customers; dangers of inadequate or undersupervised staff/inadequate ventilation, communicable diseases; builds professionalism
 - No Reasoning: This has nothing to do with health and safety; salon training covers business topics, not health/safety topics
- Training Least Restrictive Way to Mitigate? 2:1 yes
 - Yes: Most students Kinesthetic type learners and don't learn as well on own; this has health/safety nexus; short theory then reinforced throughout program
 - No: Online module would be sufficient
- Minimum number of hours?
 - Range 0 – 20, Avg. 7.25, Median 4

OVERVIEW OF SURVEYS – ORIENTATION: SALES, INVENTORY, RETAILING

- Health/Safety Concern? Split – 50/50

- Yes Reasoning:

- **“only to ensure that the licensee understands that basic inventory management is necessary to ensure proper supplies are necessary to safely perform services without risky product substitutions.”**
- Diverse Clients require different supplies.
- “most Cosmetologist enter into business as self employed. They will need to know about Sales, Inventory, and Retailing to run a sustainable business for the welfare of themselves, their families, and their guests. Selling ones services is crucial to success. Many services require specific followup to build or maintain the health of the scalp and hair. Without the appropriate followup care, harmful scalp conditions can occur. Hair grows when the scalp and follicle are alive and healthy. Severe damage to scalp can destroy the follicle causing balding, scarring etc.”
- “The harm would be students not having product knowledge to prevent negative reactions to products.”

cont'd

OVERVIEW OF SURVEYS – ORIENTATION: SALES, INVENTORY, RETAILING

- Health/Safety Concern? Split – 50/50
 - Yes Reasoning:
 - No Reasoning: This has nothing to do with health and safety, does not belong in curriculum
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: Most students Kinesthetic type learns and don't learn as well on own; this has health/safety nexus
 - No: “Here again we are talking about running a business with none of the information relating to public safety or harm to the public.
- Minimum number of hours?
 - **Range 0 – 10, Avg. 3.25, Median 3 (0)** *** Two “Yes” responses (incl. 10 hour resp.) state this should be sprinkled into other curriculum items, not its own topic.

OVERVIEW OF SURVEYS – ORIENTATION: TAXES AND PAYROLL

- Health/Safety Concern? 5:3 yes
 - Yes Reasoning: "Welfare" – Ensures practitioners will understand tax requirements and avoid criminal/civil liability. Protects against tax fraud.
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: Theory best way to teach this; Could be an "optional course"; protects students from lawsuits
 - No: Not related to health/safety
- Minimum number of hours?
 - **Range 0 – 4, Avg. 2.1, Median 2.5**

OVERVIEW OF SURVEYS – ORIENTATION: INSURANCE

- Health/Safety Concern? 5:3 yes
 - Yes Reasoning: Cosmetologists need to know they should carry malpractice insurance; protects against lawsuits/financial ruin
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: Most students Kinesthetic type learns and don't learn as well on own; this has health/safety nexus
 - No: Deals mainly with running your business. Numbers 2,3,4 and 5 (management, sales..., taxes, insurance) could actually be grouped together.
- Minimum number of hours?
 - **Range 0 – 3, Avg. 1.5, Median 2**

OVERVIEW OF SURVEYS - ORIENTATION: CLIENT RECORDS AND CONFIDENTIALITY

- Health/Safety Concern? 3:1 Yes
 - Yes Reasoning: Contraindications and allergy information is critical for client safety; avoids liability issues
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: Could be done with remote learning; students need to understand contraindications
 - No: See above
- Minimum number of hours?
 - **Range 0 – 20, Avg. 4.25, Median 3**

OVERVIEW OF SURVEYS – ORIENTATION: PROFESSIONAL ETHICS AND PRACTICES

- Health/Safety Concern? Split – 5:3 yes
 - Yes Reasoning:
 - “Yes, although I do not believe that Ethics can be taught, but safe practices can be taught”.
 - students can cultivate and/or continue unprofessional, unethical habits that can and will continue into the work world. These habits could cause the Cosmetologist to violate the rights of guests, coworkers, employees etc. unknowingly or otherwise. These habits may be offensive and harm business or more sinister in nature, taking advantage of an innocent person who is in a vulnerable place. This is one of the few industries other than medical etc. where touching a guest is allowed. It is imperative that a strong ethical expectation is taught to all students.
 - Yes, the harm would be not demonstrating customer service skills. Lack of respect for diversity. Poor organizational and life management skills.

OVERVIEW OF SURVEYS – ORIENTATION: PROFESSIONAL ETHICS AND PRACTICES

- Health/Safety Concern? Split – 5:3 yes
 - Yes Reasoning: For example, a cosmetologist using more chemicals on a client than allowable (based on prior treatments or an unrealistic outcome), just to make money while disregarding the clients health & safety.
 - No Reasoning: This has nothing to do with health and safety
- Training Least Restrictive Way to Mitigate? 5:3 yes
 - Yes: “they need to review situations and case scenarios to understand what is and is not appropriate.”
 - No: “this area is used only in orientation to help the students understand professionalism in not only their behavior, but also in their thinking”
- Minimum number of hours?
 - **Range 0 – 100 (20), Avg. 16.5, Median 3** ** The 100 hour response indicates should be mixed throughout program.

OVERVIEW OF SURVEYS – ORIENTATION TOPICS

	Low	High	Avg.	Median
<u>Orientation - TOTAL HOURS</u>	<u>0</u>	<u>208</u>	<u>46</u>	<u>22</u>
a. School policies;	0	50	11.25	4.5
b. Management;	0	20	7.25	4
c. Sales, inventory and retailing;	0	10	3.25	3
d. Taxes and payroll;	0	5	2	2.5
e. Insurance;	0	3	1.5	2
f. Client records and confidentiality; and	0	20	4.25	3
g. Professional ethics and practices.	0	100	16.5	3

OVERVIEW OF SURVEYS - LAWS AND REGULATIONS

- **Health/Safety Concern? All but 1 “Yes”**
 - **Yes Reasoning:** future licensees need to know their scope and who makes the laws that affect them as licensees; laws are in place to protect the clients, public, and Cosmetologist
 - **No Reasoning:** “No, but obviously students need to be aware of laws and regulations, This would apply to all areas: Hair, nails and skin.”
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - **Yes:** easy to accomplish in a classroom
- **Minimum number of hours?**
 - **Range 3-100** (10), Avg. 17 (5), Median 5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- Health/Safety Concern? 3:1 Yes

- Yes Reasoning:

- people can lose limbs or die from pathogenic bacteria. But I believe training needs to be more on prevention and disinfection, not on describing the appearance of bacteria as seen under a microscope.
- The harm would be a lack of knowledge of the types of disinfectants and how they are used, classifications of bacteria and viruses.
- there are many harmful bacteria that can cause damage to all people involved. Spread of bacteria can cause great damage. Left untreated, some bacteria can maim and kill.

cont'd

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- Health/Safety Concern? 2:1 Yes
 - Yes Reasoning:
 - No Reasoning: This should be covered in Sanitation and Infection Control section.
- Training Least Restrictive Way to Mitigate? All but 1 “yes”
 - Yes: grasp the information much faster and with greater clarity; Numbers 9, 10, 11, 12, and 13 can be grouped together and taught at the same time.
 - No: This should be covered in Sanitation and Infection Control section.
- Minimum number of hours?
 - **Range 0-35, Avg. 10, Median 4.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- a. Bacteriology;
- b. Microorganisms;
- c. Infection control, disinfection, sterilization;
- d. Occupational Safety and Health Administration (OSHA) requirements;
- e. Material Safety Data Sheet (MSDS);

OVERVIEW OF SURVEYS - GENERAL SCIENCES - BACTERIOLOGY

- Health/Safety Concern? 2:1 Yes
 - Yes Reasoning:
 - No Reasoning: This should be covered in Sanitation and Infection Control section.
- Training Least Restrictive Way to Mitigate? All but 1 “yes”
 - Yes: grasp the information much faster and with greater clarity; Numbers 9, 10, 11, 12, and 13 can be grouped together and taught at the same time.
 - No: This should be covered in Sanitation and Infection Control section.
- Minimum number of hours?
 - **Range 0-35, Avg. 10, Median 4.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - MICROORGANISMS

- **Health/Safety Concern? 3:1 Yes**
 - **Yes Reasoning:** to explain the future licensee's responsibility to ensure proper sanitation to prevent community spread; prevent health hazards of all types.
 - **No Reasoning:** This should be covered in Sanitation and Infection Control section; the same as Bacteriology
- **Training Least Restrictive Way to Mitigate? 3:1 Yes**
 - **Yes:**
 - **No:** Should be covered in Bacteriology
- **Range 0-5, Avg. 2.2, Median 2.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - INFECTION CONTROL, DISINFECTION, STERILIZATION

- Health/Safety Concern? 100% Yes
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 5-100, Avg. 24.8, Median 12.5**

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OVERVIEW OF SURVEYS - GENERAL SCIENCES - OSHA

- **Health/Safety Concern? 50/50**
 - **Yes Reasoning:** the storage of chemicals and the understanding of the SDS; OSHA requirements were set up specifically to protect workers and the public.
 - **No Reasoning:** Should be covered very briefly if at all. How to read a SDS sheet should be sufficient; This is an organization that regulates and enforces safety laws
- **Training Least Restrictive Way to Mitigate? 50/50**
 - **Yes:** if you want understanding and implementation; Easy to teach this in classroom.
 - **No:**
- **Range 0-15, Avg. 4.1, Median 3**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - SDS

- **Health/Safety Concern? All but one “Yes”**
 - Yes Reasoning: This is required to understand course of action that should be taken in case of emergency.
 - No Reasoning: This is a record of product ingredients
- **Training Least Restrictive Way to Mitigate? All but one “Yes”**
 - Yes: they are a relatively scientific document that are difficult for most people to understand and read. It usually requires that someone walk through them together to help them understand and prepare for emergency situations.
 - No:
- **Range 0-20, Avg. 4.75, Median 3.5**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - COSMETIC CHEMISTRY

- **Health/Safety Concern? 3:1 Yes**

- **Yes Reasoning:**

- a basic understanding of how chemical mixture work and how they should and should not be mixed;
- Some chemical interaction can be caustic and very dangerous;
- Yes. The harm would be infection risk, Malpractice and safety risk, Product reaction risk

- **No Reasoning:**

- Students don't need to understand Chemistry to safely perform the services.
- Basic information about the pH of alkaline and acidic substances should be taught in the sanitation and safety section.

cont'd

OVERVIEW OF SURVEYS - GENERAL SCIENCES - PRODUCTS AND INGREDIENTS

- **Health/Safety Concern? 3:1 Yes**

- **Yes:** improper use of products can cause severe damage and adverse reactions of the skin hair and nails; health, safety and welfare because there are powerful products and ingredients available that a manufacturer may use vague language when describing proper use; Allergic Reactions
- **No:** Students don't need to understand chemistry of products. Products have labels listing ingredients, but students don't need to know what each ingredient is or what it does other than reading the label.

cont'd

OVERVIEW OF SURVEYS - GENERAL SCIENCES - COSMETIC CHEMISTRY

- Health/Safety Concern? 3:1 Yes
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: creating a more interactive learning experience really creates better simulation and understanding of the information.
 - No:
 - the average stylist does very little makeup applications and I see very little risk in jeopardizing the safety of the client. This area can be taught with Products and Ingredients
 - Should be included in the prior section on sanitation and safety.
- Range 0-25, Avg. 6.5, Median 5.5

OVERVIEW OF SURVEYS - GENERAL SCIENCES - PRODUCTS AND INGREDIENTS

- Health/Safety Concern? 3:1 Yes
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: this needs to happen in real time as products are used to assist in connecting with the products properly; Yes. knowledge of product ingredients will lessen this harm.
 - No:
- **Range 0-12.5, Avg. 5.1, Median 4.5**
- Should this be a “Reading Product Labels and Ingredients” course?

OVERVIEW OF SURVEYS - GENERAL SCIENCES - NUTRITION

- **Health/Safety Concern? 2:1 “No”**
 - **Yes Reasoning:**
 - the cosmetologist need to understand nutrition sufficiently to take care of their health and be aware of deficiencies that may show in the hair skin and nails. Usually, they will direct the guest to a physician
 - nutrition has a direct effect on one's health and welfare and therefore is important to be taught to cosmetologists.
 - **No Reasoning:** Doesn't belong in the curriculum.
- **Training Least Restrictive Way to Mitigate? 2:1 “No”**
 - **Yes:** in order for intellectual connection but this should require a minimal amount of time.
 - **No:** There is no harm to clients to be taught here.
- **Range 0-3, Avg. 1.1, Median 0**

OVERVIEW OF SURVEYS - GENERAL SCIENCE TOPICS

	Low	High	Avg.	Median
<u>General sciences - - TOTAL HOURS</u>	<u>0</u>	<u>210</u>	<u>51.95</u>	<u>35</u>
a. Bacteriology;	0	25	6.5	4.5
b. Microorganisms;	0	25	5.3	2.5
c. Infection control, disinfection, sterilization;	5	100	24.8	16
d. Occupational Safety and Health Administration (OSHA) requirements;	0	15	4.1	3
e. Material Safety Data Sheet (MSDS);	0	20	4.75	3.5
f. General procedures and safety measures;				
g. Cosmetic chemistry;	0	25	6.5	5.5
h. Products and ingredients; and	0	12.5	5	4.5
i. Nutrition.	0	3	1.1	0

OVERVIEW OF SURVEYS - APPLIED SCIENCES - ANATOMY AND PHYSIOLOGY

- **Health/Safety Concern? 3:1 Yes**

- **Yes Reasoning:** basic understanding of the body parts pertaining to their industry is necessary to ensure that the public is not harmed during a service; injury to the nerves, muscles and bones; one must understand the physical makeup of the areas of the body with which they work. Many products and services are recommended for specific areas of the body. Misuse can cause irreparable damage. Cosmetologist also need to understand when to refer to a physician
- **No Reasoning:** No advantage to learn these topics, does not prevent any harm

OVERVIEW OF SURVEYS - APPLIED SCIENCES - ANATOMY AND PHYSIOLOGY

- Health/Safety Concern? 3:1 Yes
- Training Least Restrictive Way to Mitigate? 3:1 Yes
 - Yes: this is an intense and difficult subject that typically Cosmetologist either have no prior experience or struggled with traditional academia. The more interactive the lesson, the better it will connect. Also this needs to be sprinkled throughout the curriculum in bite size portions to allow for better simulation; only the bones of face and head should be taught to cosmetologist and bones of the hands and feet to the nail technicians.
 - No:
- **Range 0-25, Avg. 9.75, Median 10**

OVERVIEW OF SURVEYS - GENERAL SCIENCES - SKIN STRUCTURE AND FUNCTION

- **Health/Safety Concern? 5:3 Yes**

- **Yes Reasoning:** as we are doing very innovative services that done improperly and cause severe damage and possibly scarring; to recognize basic function of the skin and its structures; so they can ensure services provided keep the consumers skin healthy, safe, and free of harm
- **No Reasoning:** What is helpful can be/should be taught in sanitation and safety section.

- **Training Least Restrictive Way to Mitigate? 5:3 Yes**

- **Yes:** practitioners need to know what is healthy skin that can be worked on and that which should be referred to a doctor. Question 18, 19, 20 and 21 can be grouped together as a teaching unit.
- **No:**

- **Range 0-20, Avg. 10.3, Median 5.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN TYPES

- **Health/Safety Concern? Split**
 - **Yes:** each skin type has very specific benefits and challenges. Knowing each feature and possible challenge will help prevent damage to skin types especially in regards to skin types different than oneself. It is easier to connect with ones skin type including ones pigmentation. Knowing all skin types including pigment can prevent medical damage as well as discriminative behavior toward the guest and the cosmetologist. The cosmetologist needs to understand in order to have the opportunity to work on all skin types.
 - **No:**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN TYPES

- Health/Safety Concern? Split
- Training Least Restrictive Way to Mitigate? 50/50
 - Yes: they need to actually experience all skin types in order to facilitate differences appropriately.
 - No: No training needed for skin structure and function
- **Range 0-20, Avg. 6.25, Median 2.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN CONDITIONS

- **Health/Safety Concern? Leans Yes**

- **Yes:**

- to understand which skin conditions can be beautified and how best to safely service the client;
- the cosmetologist needs to know and recognize skin conditions, what skin conditions can be treated, when and how they can help. They also need to know when to refer to a medical professional or when to refuse service to avoid
- Possibly - Think it's obvious that if a nail is infected, it shouldn't be handled. Showing pictures with examples of nails that shouldn't be treated should be sufficient.
- Yes and No- the harm would be not recognizing different skin disorders and/or diseases.
- No- licensees should not be led to believe that they have enough training to "diagnose" - anything that looks unusual should be referred to a medical professional.

OVERVIEW OF SURVEYS - APPLIED SCIENCES - SKIN CONDITIONS

- Health/Safety Concern? Leans “Yes”
- Training Least Restrictive Way to Mitigate? 50/50
 - Yes: these are conditions that need to be seen and explained by an experienced professional.
 - No: No training needed for skin structure and function
- **Range 0-15, Avg. 5.25, Median 4.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - DISEASES AND DISORDERS OF THE SKIN

- **Health/Safety Concern? 2:1 Yes**

- **Yes:** There are a multitude of diseases and disorders of the skin and scalp. Many of which are extremely contagious and damaging. One must be able to recognize what they can work on, when to deny or reschedule the service and send them to a medical professional in order to avoid spread to guests and cosmetologists; I think 18, 19, 20 and 21 should be combined
- **No:** Licensees should not be led to believe that they have enough training to "diagnose" diseases and disorders

- **Training Least Restrictive Way to Mitigate? 2:1 Yes**

- **Yes:** Cosmetologists learn much better in an interactive learning and need to see what the disorder looks like and have the ability to recognize and discuss the course of action with a trained professional.

- **Range 0-20, Avg. 6.25, Median 5**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - PERSONAL HYGIENE

- **Health/Safety Concern? 2:1 “Yes”**

- **Yes:**

- but only as part of a very basic description on keeping their body clean to prevent pathogen spread;
- personal hygiene prevents spread of any disease, disorder that a cosmetologist may carry to team mates and the public. Cosmetologist work very close proximity to the guest and it is very easy to spread disorders with in our role. Personal hygiene would essentially create a sanitation and disinfecting of the stylist if you will;
- Basics of washing hands with soap and water when appropriate should be covered in the sanitation, infection control and safety section.

- **No:**

OVERVIEW OF SURVEYS - APPLIED SCIENCES - PERSONAL HYGIENE

- Health/Safety Concern? 2:1 “Yes”
- Training Least Restrictive Way to Mitigate? 50/50
 - Yes: We often need to be very direct and transparent in giving feedback to Cosmetology students. Focusing on course correction of what we see and experience with an individual that may be harmful to the public. We need to be in person in order to know what specific direction each individual needs.
 - No: although bad personal hygiene can be very offensive to clients and co-workers. This should be self taught but in no way could bring harm to the public.
- **Range 0-6, Avg. 1.75, Median 0.5**

OVERVIEW OF SURVEYS - APPLIED SCIENCE COURSES OVERVIEW

	Low	High	Avg.	Median
<u>Applied sciences – TOTAL HOURS</u>	<u>0</u>	<u>126</u>	<u>39.5</u>	<u>28</u>
a. Anatomy and physiology;	0	25	9.75	10
b. Skin structure and function;	0	40	10.25	5.5
c. Skin types;	0	20	6.25	2.5
d. Skin conditions; and	0	15	5.25	4.5
e. Diseases and disorders of the skin and scalp.	0	20	6.25	5
f. personal hygiene	0	6	1.75	0.5

OVERVIEW OF SURVEYS - MANICURING AND PEDICURING - NAIL THEORY AND COMPOSITION

- Health/Safety Concern? 100% Yes
 - One suggestion to combine all nail topics
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 4-100, Avg. 23.5, Median 12.5**

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OVERVIEW- MANICURING AND PEDICURING - NAIL PROCEDURES (MANICURING, PEDICURING, EXTENSIONS)

- Health/Safety Concern? 100% Yes
 - Second suggestion to combine with Theory and nail structure section
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 0-80, Avg. 41, Median 40**

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OVERVIEW- MANICURING AND PEDICURING - ELECTRIC FILING

- Health/Safety Concern? 100% Yes
- Training Least Restrictive Way to Mitigate? 100% Yes
- **Range 1-20, Avg. 11, Median 8**

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OVERVIEW- MANICURING AND PEDICURING

	Low	High	Avg.	Median
<u>Manicuring and Pedicuring -TOTAL</u>	<u>5</u>	<u>200</u>	<u>75.5</u>	<u>60.5</u>
a. Nail Procedures (manicuring, pedicuring, and nail extensions)	0	80	41	40
b. Nail theory and nail structure and composition	4	100	23.5	12.5
c. Electric Filing	1	20	11	8

OVERVIEW OF SURVEYS - SKIN CARE - SKIN ANALYSIS AND CONSULTATIONS

- **Health/Safety Concern? All but 1 “Yes”**
 - **Yes:** Yes, its important to understand what skincare, medication (and lifestyle) the client uses and how the the requested service will affect them. If a Cosmetologist is to perform facials, then they will need to study skin analysis to understand what was the type of skin the client was born with
 - **Yes,** before a COS/EST can perform any service on a client, they must be able to effectively perform a skin analysis and consultation in order to prevent any adverse chemical reactions to the skin/client. Clients seek the services of these professionals so they can help improve their overall welfare - in order to effectively do so, the professional must understand each individual client's needs, skin type, related medical history, and provide a health screening - all before any services or chemicals are applied to the clients skin.
 - **No:** There is not harm from this.

OVERVIEW OF SURVEYS - SKIN CARE - SKIN ANALYSIS AND CONSULTATIONS

- Health/Safety Concern? All but 1 “Yes”
- Training Least Restrictive Way to Mitigate? All but 1 “Yes”
 - Yes: it cannot be presumed that this will be taught on the job
 - Yes, training/education is vital to understanding the concepts of this topic, followed by rigorous practical work (i.e. mock/real analysis & consultations) because there are so many different skin types, and each individual has their own personal health history and goals with the service - it is vital to build the practical experience of being able to problem solve, ask the right questions, identify potential risks, and build the skills necessary to serve the very diverse public of Virginia.
- **Range 0-100, Avg. 16.8, Median 5.5**

OVERVIEW OF SURVEYS - SKIN CARE - EFFEURAGE

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: Damage to skin potential; You can actually do more harm than good on! You can severely injure a client by using wrong massage techniques (physical hands on is everything in our industry)
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes, You actually need to feel muscles to know your working on/in the correct area
- **Range 0-50, Avg. 13, Median 5**

OVERVIEW OF SURVEYS - SKIN CARE - CLEANSING PROCEDURES

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: “Yes, but minimal.” “mainly Injury to the eye area and discomfort to the skin.” “If items/supplies are not properly cleaned, sanitized and disinfected cross contaminate will occur. You also need to know the correct cleanser to use for each skin type.”
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - yes, students don't automatically know the correct technique and pressure.
 - No, there is no harm or damage that occurs during cleansing.
- **Range 0-25, Avg. 6.4, Median 3.5**

OVERVIEW OF SURVEYS - SKIN CARE - MASKS

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: The mask should be chosen by skin type; Some thermal masks can be in excess of 103 degrees Fahrenheit, seeing it in person is the difference between a lawsuit or not. This could cause burns and/or scarring if done incorrectly.
 - No- the specific product types should have been determined through previous assessment. Product labels should always be followed.
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes, should be able to teach this by lecture/remote learning with one or two applications observed by instructor; Same theme of teaching the theory matched with repetitive practical work to build the actual skills towards proficiency.
 - no - product labels give safety precautions for each specific product
- **Range 0-50, Avg. 9.5, Median 4.5**

OVERVIEW OF SURVEYS - SKIN CARE - EXTRACTION TECHNIQUES

- **Health/Safety Concern? All “Yes”**
 - Yes: “Minimal”; the harm would be infection , injury risk, product reaction risks; identification of what can and cannot be safely extracted and infection control measures to insure that infection risk is reduced; Extraction is quite literally the extraction of infection and/or blemish causing bacteria. It can spread “infection” around the face worsening the condition. Unclean implements can spread infection to others.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes, guidance from the instructor is important to ensure technique and pressure is adequate;
 - Seeing the physical extraction and how it works is everything. Knowing is it prime or not , can is scar the face for life. Do you have the proper tools and faces to practice on.
- **Range 0-25, Avg. 8.4, Median 5.5**

OVERVIEW OF SURVEYS - SKIN CARE - MACHINES, EQUIPMENT, AND ELECTRICITY

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: Yes, safety with electrical equipment, either Galvanic or high frequency; people can be harmed by electrical equipment. Working comfortably and safely requires practice and experience. Some of the electrodes are glass and most machines are corded. Literally the cords could lay across someone's neck. There is new and emerging technology and it is important to ensure that enough time is built into the curriculum to prepare students of the future.
 - No, only harm that can come would be in not knowing the proper use of each.
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - Yes, should be able to teach this by lecture/remote learning; Yes, If you, yourself do not have these machines/tools how can you actually know how to use them? Some machines have multiple services that can be done and each service should be done in a hands on way with supervision to be sure it is done safely.
 - No - some of the training for common equipment can be done in school, but each piece of equipment or machine is unique and should have its own specific training or manuals.
- **Range 0-50, Avg. 13.1, Median 5.5**

OVERVIEW OF SURVEYS – SKIN CARE – MANUAL FACIALS AND TREATMENTS

- Health/Safety Concern? All but 1 “Yes”
 - Yes: Minimal; infection, product reaction; without knowledge of correct procedures this could be useless; people lay down and trust us with their hands on their face and neck; the products used can be harmful to the skin and improper manipulations can cause permanent damage to the skin.
 - Maybe: it would depend on the type of treatments... for a basic facial no... for a facial that uses any type of chemical yes

OVERVIEW OF SURVEYS - SKIN CARE - MANUAL FACIALS AND TREATMENTS

- Health/Safety Concern? All but 1 “Yes”
- Training Least Restrictive Way to Mitigate? All but 1 “Yes”
 - Yes, should be able to teach this by lecture/remote learning with several applications observed by instructor, because it requires practice to perform a basic facial while working around the eyes, external carotoid artery and jugular vein; the theory is a good basis, but for topics like this that are very heavy on practicum, repetition is required to build the necessary proficiency to protect the public. The boards approach in the past requiring a certain number of performances for services supports this notion.
 - No - no- each facial product comes with specific instructions for safe use - those should always be followed.
 - **Range 0-35, Avg. 12.125, Median 5.5**

OVERVIEW OF SURVEYS – SKIN CARE – MACHINE, ELECTRICAL FACIALS AND TREATMENTS

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, potential damage to skin; clients and students can be injured by improper use and technique of electrical equipment, due to existing internal or external diseases or disorders
 - Should this be combined with Machines, Equipment and Electricity?
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - yes, students must be guided and supervised so that they can acquire skill and knowledge
- **Range 0-35, Avg. 14, Median 6.25**

OVERVIEW OF SURVEYS - SKIN CARE -GENERAL PROCEDURES AND SAFETY MEASURES

- Health/Safety Concern? 5:3 “Yes”
 - Yes: Safety for the student and client in general. We work in often times confined spaces with electrical cords, water, slippery hands and can be exposed to body fluids. I believe that general procedures and safety measures should be included as part of every procedure. for example, how to safely set up your work station, how to sit ergonomically, how to avoid repetitive strain syndrome, infection control and so on. General procedures is vague, however students/professionals must know how to follow general procedures as a skillset so they can effectively apply proper procedures in the future (as they change or new ones arise with new products, etc.)
 - No: This is too vague to comment on ... obviously safety is important, but what specifically are we talking about?

OVERVIEW OF SURVEYS - SKIN CARE -GENERAL PROCEDURES AND SAFETY MEASURES

- Health/Safety Concern? 5:3 “Yes”
- Training Least Restrictive Way to Mitigate? 5:3 “No”
 - Yes: Students must be guided and supervised so that they can acquire skill and knowledge; Yes, same logic as before. Skills that are expected to be replicated consistently in order to keep the welfare safe need repetition.
 - No: No, general procedures and safety measures should be covered but no clients harm should come from this material; No, If they have attended class for all of the in-depth training a general review would be fine.
- Range 0-20, Avg. 5.1, Median 2.5

OVERVIEW OF SURVEYS – SKIN CARE – SUMMARY

	Low	High	Avg.	Median
<u>Skin care – TOTAL HOURS</u>	<u>8</u>	<u>440</u>	<u>109.5</u>	<u>47.75</u>
a. Health screening;	1	50	11.1	5
b. Skin analysis and consultation;	1	100	16.8	4.5
c. Effleurage and related movements and manipulations of the face and body;	0	50	13	5
d. Cleansings procedures;	0	25	6.375	3.5
e. Masks;	0	50	9.5	4.5
f. Extraction techniques;	1	25	8.4	5.5
g. Machines, equipment and electricity;	0	50	13.1	5.5
h. Manual facials and treatments;	3	35	12.1	5.5
i. Machine, electrical facials and treatments; and	2	35	14	6.25
j. General procedures and safety measures.	0	20	5.1	2.5

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – SETUP, SUPPLIES AND IMPLEMENTS

- **Health/Safety Concern? 3:1 “Yes”**
 - **Yes:** Yes, You must have a sanitary set up and understanding of necessary supplies. Cross contamination can cause blemishes on the skin or much worse. It could cause eye infections and blindness. The eye is very vulnerable; Minimal, but students need to understand proper setup techniques and understand the supplies and implements to be used.
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - **Yes:** This needs to be done correctly and practiced as the techniques don't make sense to the average person and are not usually intuitive.
 - **No:** No, product knowledge, tools and set up for application should be covered but there is no client harm here.
- **Range 0-15, Avg. 4, Median 3**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – COLOR THEORY

- **Health/Safety Concern? All but 1 “No”**
 - **Yes:** Yes, understanding makeup color theory is important to be able to serve the equity, inclusion, and diversity initiatives taken by the state to ensure every Virginia citizen is protected. A lack of knowledge in this topic may lead professionals to only feeling comfortable to service clients of their own skin tone because that is all they know - which is a major potential harm to the welfare of the commonwealth.
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - **Yes:** Yes, color theory is an important concept and varies from hair color to makeup color.
 - **No:** No, although this is necessary knowledge to learn in the industry no client harm is evident.
- **Range 0-5, Avg. 1.4, Median 0.5**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – CONSULTATION

- **Health/Safety Concern? 5:3 “No”**

- **Yes:** Yes, to teach the student to look for contagious diseases on the face but this can be included in the health screening section; Yes, this topic deals with putting products, which contain chemicals, on clients skin and therefore the professional must understand the clients medical history, needs, skin type, and any potential reactions BEFORE applying the makeup in order to keep the public safe. Allergic reactions are very common with certain skin types and certain chemicals in makeup. Proper and effective consultations dramatically cut down on the mis-used of makeup that will lead to adverse reactions by the client.
- **No:** There is no health, safety or welfare harm in this;

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – CONSULTATION

- Health/Safety Concern? 5:3 “No”
- Training Least Restrictive Way to Mitigate? 5:3 “No”
 - Yes: This needs to be done correctly and practiced as the techniques don't make sense to the average person and are not usually intuitive; Diversity is important in this topic.
 - No: No, there should not be any client harm from consultation; No, this could be done via Zoom or Distance Learning
- **Range 0-10, Avg. 1.8, Median 1**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – GENERAL AND SPECIAL OCCASION APPLICATION

- Health/Safety Concern? 5:3 “Yes”
 - Yes: Infection Control
- Training Least Restrictive Way to Mitigate? 5:3 “Yes”
 - Yes: Yes, but only to ensure that someone can somewhat comfortably and safely use pointed objects near someone's eye
 - Yes, this needs to be experienced in a hands on fashion to practice it appropriately
- **Range 0-9, Avg. 2.9, Median 2**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – CAMOUFLAGE

- **Health/Safety Concern? 5:3 “No”**
 - Yes: Infection Control; Yes if you consider psychological harm. Camouflage can cover many challenges like scarring or an unwanted tattoo. This helps a person feel confident and valuable especially on a special day. Many would not find value in that but with the amount of destructive behavior I have seen, maybe it should be considered.
 - No, only proper safety and sanitation makeup applications in general. Someone may try to cancel redness after a waxing or aggressive facial treatment. Safety and ingredient knowledge is relevant here, not so much as how to cover bruise or tattoo.
- **Training Least Restrictive Way to Mitigate? 5:3 “No”**
 - Yes: Yes, you have to mix colors to get a match and this takes a lot of practice to get a match in color and texture.
- **Range 0-6, Avg. 1.75, Median 1**

OVERVIEW OF SURVEYS - SKIN CARE - MAKEUP - APPLICATION OF FALSE LASHES AND LASH EXTENSION

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, eye infection, eye injuries, adhesive injury product reaction risks, contamination, and follicle damage; Also, students need to be taught to screen for latex allergies when using false lashes. As for lash extensions, proper eye hygiene needs to be taught as well as the facts about traction alopecia and allergies to eyelash glue used for extensions.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes: You have to practice with supervision. You really need a professional to direct you so can get it right and well. This is something that not done well is extremely dangerous.
- **Range 2-17, Avg. 10, Median 10**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – LASH AND EYEBROW TINTING

- Health/Safety Concern? All “Yes”
 - Yes: chemical burns to the skin and eye
- Training Least Restrictive Way to Mitigate? All “Yes”
 - Yes: yes, it takes practice to develop skill to safely paint these products on to eyelashes and brow. lash/brow tint is made for hair not skin. Social media is teaching people to slather these chemicals on the hair and skin for skin staining. Students must be taught the safe way
- **Range 2-25, Avg. 7.25, Median 4.5**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – LASH PERMING

- Health/Safety Concern? All but 1 “Yes”
 - Yes:
 - Yes. This should not be in the curriculum. Harsh chemicals near the eyes is scary dangerous.
 - Yes, the harm would be eye injury, eye damage, blindness, product reaction risks,
 - Yes- Chemicals and implements near the eyes... again, bad idea
- Training Least Restrictive Way to Mitigate? All but 1 “Yes”
 - Yes: You have to practice with supervision. You really need a professional to direct you so can get it right and well. This is something that nor done well is extremely dangerous.
- **Range 0**-15, Avg. 6.3, Median 6** (**should be removed from Cosmo scope of practice)

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – LIGHTENING OF THE HAIR ON THE BODY

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: The harm would be body injuries; burning of the skin, product allergic reaction, infection due to skin sensitivity, contamination of product and tools and implements
 - No: No - When products made for this are used and manufacturer's instructions followed... such as patch tests
- **Training Least Restrictive Way to Mitigate? 3:1 “Yes”**
 - Yes: yes because students don't know what they're looking for, or if this is taught on the job, clients may try to persuade them to perform a dangerous service; Yes, skin types vary as do the products used for lightening and contraindications should be discussed.
- **Range 0-10, Avg. 4.25, Median 3**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP – GENERAL PROCEDURES AND SAFETY MEASURES

- **Health/Safety Concern? 50/50**
 - Yes: Minimal. Anything around the eyes is potentially harmful
 - No: Topic too vague; all this should be covered in previous sections
- **Training Least Restrictive Way to Mitigate? 5:3 “No”**
 - Yes: yes, if standards are not taught in school they cannot be expected to improve on the job
 - No: No this could be virtual and a general review for testing purposes;
- **Range 0-10, Avg. 2, Median 1**

OVERVIEW OF SURVEYS – SKIN CARE – MAKEUP –

	Low	High	Avg.	Median
<u>Makeup – TOTAL HOURS</u>	<u>4</u>	<u>122</u>	<u>41.7</u>	<u>32</u>
a. Setup, supplies and implements;	0	15	4	3
b. Color theory;	0	5	1.375	0.5
c. Consultation;	0	10	1.875	1
d. General and special occasion application;	0	9	2.9	2
e. Camouflage;	0	6	1.75	1
f. Application of false lashes and lash extensions;	2	17	10	10
g. Lash and eyebrow tinting;	2	25	7.25	4.5
h. Lash perming;	0	15	6.3	6
i. Lightning of the hair on body except scalp; and	0	10	4.25	3
j. General procedures and safety measures.	0	10	2	1

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OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY TREATMENTS

- **Health/Safety Concern? 5:3 “Yes”**
 - Yes: Product reaction, improper massage movements during body treatment; Yes, these treatments again are applying various chemicals to the skin, the largest human organ, and require effective knowledge and skill in order to keep the public health, safety, and welfare protected.
 - No: No- when manufacturers guidelines are followed including contraindications.
- **Training Least Restrictive Way to Mitigate? 5:3 “Yes”**
 - Yes: Yes, it requires guidance and experience working on people since we are all abled differently. We don't want someone to fall off of the treatment table or faint from being wrapped too tightly or exposed to too high of a temperature; Yes, you are working in very sensitive areas and need to have done this.
- **Range 0-25, Avg. 7.25, Median 4**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY WRAPS

- **Health/Safety Concern? 5** :3 “Yes”**
 - ** 1 “yes” stated all body treatments should be combined into a single course
 - Yes: Product reaction, improper massage movements during body treatment; Yes, you must learn all the protocol and contraindications to avoid harm to the skin and the person. You are wrapping body parts with a substance (plastic wrap) that could cut off the circulation to various body parts.
 - No: No, there should be no harm to client, cos should be following application rules and contraindications per manufacturer. Although there is technique to be learned it is not specific to safety
- **Training Least Restrictive Way to Mitigate? 5** :3 “Yes”**
 - Yes: Yes, you need to feel the appropriate pressure etc.
 - No: No, wraps should bring no harm to clients.
- **Range 0-15, Avg. 3.5, Median 2**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY MASKS

- **Health/Safety Concern? 5** :3 “Yes”**
 - ** 1 “yes” stated all body treatments should be combined into a single course
 - Yes: Product reaction, improper massage movements during body treatment; Yes, this is all about knowing your product
 - No: No - manufacturer instructions and contraindications - these products are all so different and are made with the lowest risk to consumer to protect the manufacturer
- **Training Least Restrictive Way to Mitigate? 5** :3 “Yes”**
 - Yes: Yes, you need to feel the appropriate pressure etc.
 - No: No, wraps should bring no harm to clients.
- **Range 0-15, Avg. 3.125, Median 2**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - BODY SCRUBS

- Health/Safety Concern? Split 50/50
 - ** 1 “yes” stated all body treatments should be combined into a single course
 - Yes: Product reaction, improper massage movements during body treatment;
 - No: This is the same as body masks
- Training Least Restrictive Way to Mitigate? Split 50/50
 - Yes: Yes, skin analysis and consultation should be the key to safety.
 - No: No, masks should bring no harm to clients.
- **Range 0-15, Avg. 3.875, Median 1**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - AROMATHERAPY

- Is this a cosmetic treatment to enhance or improve the appearance of the skin?
- Health/Safety Concern? Split 50/50
 - Yes. Some oils/ingredients can be very harmful to people. Examples black pepper can cause miscarriages in some women. Skin script skin care has a black pepper enzyme they make. Without hands on physical experience and active discussions bad things can happen with ingredients.
 - No: No, unless clients have allergy to aroma, there should be no harm.
- Training Least Restrictive Way to Mitigate? Split 50/50
 - Yes: yes because so many skincare/bodycare products contain essential oils. Training should be a broad overview to heighten the awareness of contraindicated clients and not to classify someone as an aromatherapist/cosmetologist
 - No: no harm should come from this service.
- **Range 0-6, Avg. 1.75, Median 1**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - GENERAL PROCEDURES AND SAFETY MEASURES

- Is this a cosmetic treatment to enhance or improve the appearance of the skin?
- Health/Safety Concern? 5:3 “Yes”
 - Yes. General safety for clients
 - No: Too vague.
- Training Least Restrictive Way to Mitigate? 5:3 “Yes”
 - Yes: with proper training the client can stay safe
 - No: No, this could be taught virtually as a general review.
- **Range 0-25, Avg. 6.75, Median 2.5**

OVERVIEW OF SURVEYS - SKIN CARE - BODY TREATMENTS - GENERAL PROCEDURES AND SAFETY MEASURES

	Low	High	Avg.	Median
<u>Body and other treatments -</u>	<u>0</u>	<u>101</u>	<u>26.25</u>	<u>12.5</u>
a. Body treatments;	0	25	7.25	4
b. Body wraps;	0	15	3.5	2
c. Body masks;	0	15	3.125	2
d. Body scrubs;	0	15	3.875	1
e. Aromatherapy; and	0	6	1.75	1
f. General procedures and safety measures.	0	25	6.75	2.5

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OVERVIEW OF SURVEYS – HAIR REMOVAL – TYPES OF HAIR REMOVAL

- Health/Safety Concern? 5:2:1:1 “Yes”
 - Yes. General safety for clients; Improper technique could cause skin irritation or infection; Yes, if hair removal is performed improperly, skin can also be removed along with the hair, creating lesions or having other negative, adverse health effects for the client.
 - No: No, just the types of hair removal poses no harm
 - Maybe: Very unsure on the actual topic on this one... if it is a comparison of hair removal techniques, then yes, they would avoid potential injury by knowing the various methods and which ones are contraindicated
 - Remove: Limiting the scope by removing waxing would be the easiest way to reduce the hours. Or, limit waxing to the areas that can be waxed at the shampoo bowl, such as the face.

OVERVIEW OF SURVEYS - HAIR REMOVAL - TYPES OF HAIR REMOVAL

- Health/Safety Concern? 5:2:1:1 “Yes”
- Training Least Restrictive Way to Mitigate? 7:2 “Yes”
 - Yes: Yes, Safety and sanitation basics can be taught in classroom; Yes. Hair removal must be performed with proper technique and proper sanitation. One must practice the procedures in a supervised manner to be sure they are performed correctly.
 - No: No, client safety is knowledge of knowing your product.
- **Range 0-40, Avg. 9.5, Median 3.5** (one response suggested 125 total hours for all waxing courses)

OVERVIEW OF SURVEYS - HAIR REMOVAL - WAX TYPES

- **Health/Safety Concern? 2:1 “Yes”**
 - Yes: Yes and no... most salons and school only offer one type of wax so there is no choice. That said, there may a risk prevented by educating someone that other options exist for unique situations; Yes, if a wax with high adhesion is used, there is the chance of skin tears. So having experience with the different types of wax is very important to minimize harm
- **Training Least Restrictive Way to Mitigate? 2:1 “Yes”**
 - Yes: This could be learned via Zoom etc. but does require the ability to have discussion and answer questions; Yes, you need to see how skin reacts to literally having hair forcibly removed. You need enough practice to refine your technique to minimize skin lifting, tears or burns.
- **Range 0-20.8**, Avg. 1.57, Median 1**

OVERVIEW OF SURVEYS - HAIR REMOVAL - TWEEZING

- **Health/Safety Concern? All but one “Yes”**
 - Yes: Yes - technique to prevent ingrown hairs and reduce follicle irritation , also infection control; This can cause significant pain. the skin can be pinched and cut. Sanitation and proper technique is crucial to preventing unnecessary harm.
- **Training Least Restrictive Way to Mitigate? All but one “Yes”**
 - Yes: This needs to be experienced and practiced to get it right.
- **Range 0-20.8**, Avg. 2.5, Median 2**
- **Would your answer change if titled “Tweezing and Threading”?**

OVERVIEW OF SURVEYS - HAIR REMOVAL - CHEMICAL HAIR REMOVAL

- **Health/Safety Concern? All but one “Yes”**
 - Yes: Yes - chemical burns and other skin irritation can occur if proper product or technique is not used; chemical hair removal products are usually very alkaline, (pH upwards of 12 on a scale of 14) which can burn and blister skin.
 - Yes and no... these chemicals are manufactured to be safe for this purpose. That said, there may be customers for whom these products are contraindicated... you need to know who they are so you don't burn them
- **Training Least Restrictive Way to Mitigate? All but one “Yes”**
 - Yes: this needs demonstration, the ability to discuss and hands on application.
- **Range 0-20.8**, Avg. 2.85, Median 3.5**

OVERVIEW OF SURVEYS – HAIR REMOVAL – MECHANICAL HAIR REMOVAL

- Health/Safety Concern? All but one “Yes”
 - Yes: This can cause skin irritation, burns, and electrocution.
 - No/I Don’t Know: Not sure what you mean here... previous sections on wax, tweezers and chemical...; Never seen this.
 - Epilator? Other devices?
- Training Least Restrictive Way to Mitigate? All but one “Yes”
 - Yes: Yes. Training would prevent the risks of infection, due to non-disinfected tools, implements and/or devices. Proper training would prevent the risk of malpractice and product reaction.
- **Range 0-20.8**, Avg. 1.7, Median 1**

OVERVIEW OF SURVEYS - HAIR REMOVAL - GENERAL PROCEDURES AND SAFETY MEASURES

- Health/Safety Concern? 5:4 “No”
 - Yes: This can cause skin irritation, burns, and electrocution.
 - No/I Don't Know: Way too vague; should be taught in other sections.
- Training Least Restrictive Way to Mitigate? 5:4 “No”
 - Yes: Yes. Training would prevent the risks of infection, due to non-disinfected tools, implements and/or devices. Proper training would prevent the risk of malpractice and product reaction.
- **Range 0-20.8**, Avg. 5.1, Median 2**
- Re-title “Waxing procedures” or Combine with Wax Types? Hours?

OVERVIEW OF SURVEYS - HAIR REMOVAL - SURVEY RESULTS

	Low	High	Avg.	Median
Hair removal -	0	145	23.2	13
a. Types of hair removal;	0	40	9.5	3.5
b. Wax types;	0	20.8	1.5	1
c. Tweezing;	0	21	2.5	2
d. Chemical hair removal;	0	21	2.85	3.5
e. Mechanical hair removal; and	0	21	1.7	1
f. General procedures and safety measures	0	21	5.1	2

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OVERVIEW OF SURVEYS - HAIR- SHAMPOOING, RINSING, AND SCALP TREATMENTS - ANALYSIS

- **Health/Safety Concern? 2:1 “Yes”**
 - Yes: this would prevent infection and contagious diseases risks such as; ringworm, tinea, folliculitis, and parasitic infections. Safety risk this will prevent would be but not limited to: scalp abrasions, follicle damage, scalp irritation. Product reaction prevention would be allergic reaction to product, respiratory irritation.
 - No: even with scalp treatments - manufacturers labels are thorough and should be followed; No, learning how to analyse can bring no harm to the public.
- **Training Least Restrictive Way to Mitigate? 2:1 “Yes”**
 - Yes: Training would prevent the risk of the client's exposure to contagious illnesses, scalp irritation and allergic reactions to products that counteract with the client's medications and allergies.
- **Range 0-50, Avg. 9.8, Median 3.5**

OVERVIEW OF SURVEYS - HAIR- SHAMPOOING, RINSING, AND SCALP TREATMENTS - PROCEDURES, MANIPULATIONS AND TREATMENTS

- **Health/Safety Concern? All “Yes”**
 - Yes: scalp analysis for open wounds, sores or signs of infection, cancer - this simple technique could save many lives
 - Yes: Improperly performed shampooing can allow or cause scalp irritation. There is specific shampooing technique and rinsing for many chemical services to prevent irritation, burning, allergic reaction etc. Proper cleansing is necessary to prevent skin conditions, especially in high density and curly hair types. The frequency needs to be tailored to each individual hair and scalp type to prevent scalp conditions.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes: this needs to be learned studied and performed many times with the watchful supervision and coaching to be completed properly.
- **Range 0-50, Avg. 14.3, Median 7**

OVERVIEW OF SURVEYS - HAIR- HAIR STYLING - FINGERWAVING, MOLDING AND PIN CURLING

- **Health/Safety Concern? 5:4 “Yes”**
 - Yes: Yes, hair breakage for pin curling; Yes, this topic not only builds the necessary dexterity for stylists, but it equips them with the necessary skills, abilities, and knowledge to perform services proficiently to ALL demographics; Lack of sufficient knowledge and skill in this area leads to very harmful discriminate behavior as skill in this area is more necessary with curly hair types.
 - No: No, these styling techniques should bring no harm; This is an antiquated requirement.
- **Training Least Restrictive Way to Mitigate? 5:4 “Yes”**
 - Yes: Yes, this should be understood and performed to gain the muscle memory necessary to perform on the regular
- **Range 0-75, Avg. 16.125, Median 4.5**

OVERVIEW OF SURVEYS - HAIR- HAIR STYLING - ROLLER CURLING, COMBING, AND BRUSHING

- **Health/Safety Concern? 5:4 “Yes”**
 - Yes: Yes, improper combing and brushing can cause pain, additional knotting, and possible hair loss. Different hair types and formations require specific techniques and handling more sensitively to prevent damage to the hair and scalp. This also prevents discriminate behavior by understanding and facilitating on hair types different than your own. Rollers require heat that can cause burning.
 - No: I see no specific harm
- **Training Least Restrictive Way to Mitigate? 5:4 “Yes”**
 - Yes: Yes, this needs to be performed with a watchful eye of a professional to coach and help adjust technique to be sure that harm is prevented. If this is not performed well, it will cause harm to the hair and scalp.
- **Range 0-75, Avg. 17.5, Median 6**

OVERVIEW OF SURVEYS - HAIR- HAIR STYLING - HEAT CURLING, WAVING, AND PRESSING

- **Health/Safety Concern? All “Yes”**
 - **Yes:** Yes, as this requires heat, burning is always possible. Improper technique will cause burns to the cosmetologist and client. It can also cause severe damage to the hair and scalp if performed improperly. This is especially concerning with small children with their delicate skin and hair.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - **Yes:** Yes. Proper training in the use of tools hot tools would prevent this harm
- **Range 0-125, Avg. 31.5, Median 14**

OVERVIEW OF SURVEYS - HAIR- HAIR CUTTING - FUNDAMENTAL, MATERIALS, AND EQUIPMENT

- **Health/Safety Concern? 7:2 “Yes”**
 - **Yes:** Yes, this would prevent the harm of injury from misuse of equipment; skin injury, cross contamination of implements and tools
- **Training Least Restrictive Way to Mitigate? 2:1 “Yes”**
 - **Yes:** Yes. Proper training in the use of tools hot tools would prevent this harm
 - **No:** No, and overview and review would be sufficient if this is trained as part of the individual portions of training.
- **Range 0-75, Avg. 18.875, Median 5**

OVERVIEW OF SURVEYS - HAIR- HAIR CUTTING - PROCEDURES

- **Health/Safety Concern? 7:2 “Yes”**
 - Yes: Sharp instruments around face and ears can cause harm, incorrect procedures can contribute to or cause carpal tunnel syndrome for Stylists; Yes, this can cause enormous harm to the public and the cosmetologist. Proper cutting techniques will help prevent accidental cuts to the cosmetologist and guest. Proper body position while cutting prevents pain and harm to the cosmetologist and preserves their function and longevity as a stylist thus preserving tax payer investment.
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: Yes, proper technique must be demonstrated, understood, performed, and practiced on many different hair types and formation as they all present different challenges.
- **Range 0-350, Avg. 108.3, Median 50**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - ANALYSIS

- **Health/Safety Concern? 7:2 “Yes”**
 - Yes: Yes, harsh chemicals can cause irritation, especially with open sores/cuts, etc.; chemical burns, hair breakage or scalp damage
 - No: No, not in the analysis. However, during the analysis scalp disorders, and diseases can be identified to prevent chemical irritation and burns
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes: cosmetologist must learn the theory with open discussion from a trained professional. They need to observe demonstration, of the hair and scalp analysis and learn to make recommendations based on that knowledge.
 - No: No, training in the actual process is where harm can happen
- **Range 0-87.5** , Avg. 22.5, Median 10 (350 for whole topic)**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - SUPPLIES AND EQUIPMENT

- **Health/Safety Concern? All but 1 “Yes”**
 - **Yes:** Yes - proper chemicals must be used to prevent burns; a cosmetologist must have a working knowledge of supplies and equipment to prevent harm to hair and scalp. If used improperly damage and breakage to hair as well as harm to the scalp can occur; Yes, the harm would be the risk of infection from non-disinfected tools.
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - **Yes:** Yes, Training could lessen or eliminate the risk of infection and it would greatly eliminate the safety risk.
- **Range 0-87.5**, Avg. 6.4, Median 7.5**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - PROCEDURES AND PRACTICAL APPLICATIONS

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, proper application and procedures prevents damage to hair and skin of the guest and the cosmetologist. Damage to hair up to and including breakage can occur as well as burning to the skin and scalp, or severe reaction. Hair can disintegrate if chemical relaxer is left on too long. I have seen burns that caused permanent scarring that impeded the hair growth permanently, especially on curly hair types. It was very difficult for clients with curly hair to find competent cosmetologist that had sufficient knowledge to prevent harm. It is especially important to prevent harm to children with curly hair.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes: Yes, both in classroom and in practice. Demand is currently not great, but trends change and these procedures may become more popular in the future.
- **Range 5-87.5**, Avg. 41.5, Median 55**

OVERVIEW OF SURVEYS - HAIR- PERMANENT WAVING & CHEMICAL RELAXING - CHEMISTRY

- **Health/Safety Concern? 7:2 “Yes”**
 - Yes: Yes, harsh chemicals can cause harm, students need to understand the differences between the various types of chemicals to be used.
 - No: No - they don't need to know how it is made, but how it works and when it should not be used
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: Yes. This takes time and effort great examples and activities. We are working with people who typically struggled with these subjects in school. By using activities and 3D visuals that they can see and touch ensures that they have a working understanding to prevent damage to hair and scalp. Improper mixing of these chemical can be caustic and cause damage to lungs when breathed in.
- **Range 0-87.5**, Avg. 10.5, Median 10**

OVERVIEW OF SURVEYS - HAIR- HAIR COLORING AND BLEACHING - ANALYSIS AND BASIC COLOR THEORY

- **Health/Safety Concern? 6:3 “Yes”**
 - Yes: Yes, analysis is crucial to making good decisions for the client that prevent scalp irritation, chemical burns, damage to the hair up to and including breakage.
 - No: Not really. But this is a difficult subject and basic skills are needed for entry level Stylists
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: Yes, this must be learned, discussed, seen, and experienced. then one must practice with different hair types and make recommendations many times. It is important to experience as many different hair types as possible to prevent causing harm.
 - Basic Color theory could be taught in a distance learning setting but would need an onsite review.
- **Range 0-150, Avg. 40, Median 17.5**

OVERVIEW OF SURVEYS - HAIR- HAIR COLORING AND BLEACHING - SUPPLIES AND EQUIPMENT

- **Health/Safety Concern? All but 1 “Yes”**
 - Yes: Yes, it is very important to have knowledge of your product before application; Yes, this could prevent injury due to misuse of equipment, It could prevent infection risks from non-disinfected tools, implements and devices
- **Training Least Restrictive Way to Mitigate? All but 1 “Yes”**
 - Yes: Improper mixing can cause a chemical reaction that can be very damaging to hair and skin but also be caustic and damaging to the lungs.
- **Range 0-82** (whole section 250), Avg. 21.25, Median 11.5**

OVERVIEW OF SURVEYS - HAIR- HAIR COLORING AND BLEACHING PROCEDURES AND PRACTICAL APPLICATION

- **Health/Safety Concern? All “Yes”**
 - Yes: Yes, the harm would be possible safety risks such as; chemical burns. Product reaction risks such as; allergic reaction to the products.
- **Training Least Restrictive Way to Mitigate? All “Yes”**
 - Yes, appropriate application is key to safely coloring and lightening hair. You must understand, and practice the application many time on different hair types to gain a good working knowledge that ensures that no harm is caused. Improper application of bleach can cause sever chemical burn and scarring. The damage is often permanent in nature.
- **Range 5-200, Avg. 76.25, Median 75**

OVERVIEW OF SURVEYS - HAIR- WIGS, HAIR PIECES AND RELATED THEORY - TYPES

- **Health/Safety Concern? 5:4 “No”**
 - Yes: Yes, understanding the theory of hair pieces and wigs will cause harm. There are different types with glues, tapes, needles, tight braids, shaving etc. that could cause harm in different situations up to and including hair loss. Improperly cleansing etc. could spread disease and infection etc. Cosmetologists need to understand wigs and hair pieces to avoid harmful discriminate behavior and have the ability to work with all hair formations, and textures.
 - No: There is no health, safety or welfare harm in this.
- **Training Least Restrictive Way to Mitigate? 5:4 “Yes”**
 - Yes: yes, although all supplies can be purchased online, often times the instructions or descriptions are inadequate
 - No, no harm can come from theory knowledge
- **Range 0-50, Avg. 11.75, Median 4.5**

OVERVIEW OF SURVEYS - HAIR- WIGS, HAIR PIECES AND RELATED THEORY - PROCEDURES

- **Health/Safety Concern? 2:1 “Yes”**
 - Yes: there are so many different methods of application and each has a benefit but also a challenge for certain hair types and it is constantly evolving and improving. When the improper application is applied it can cause sever damage to the hair and scalp including breakage and hair loss that can be permanent in nature. Once the proper technique is chosen, it must be performed properly to ensure safety to the hair and scalp.
 - No: There is no health, safety or welfare harm in this.
- **Training Least Restrictive Way to Mitigate? 7:2 “Yes”**
 - Yes: the procedures must be practiced to create a safe environment. All of this application requires observation and guidance from a trained professional as this is an area where doing it well is what creates safety. Doing it poorly is very unsafe.
 - No, no harm can come from theory knowledge
- **Range 0-100, Avg. 19, Median 5**

DISCUSSION

HAIR PORTION -	Low	High	Avg.	Median
<u>TOTALS</u>	<u>12</u>	<u>1709</u>	<u>462</u>	<u>286</u>
3. Shampooing, rinsing, and scalp treatments:	2	75	21	10.5
Hair styling:	0	275	65	24.5
Hair cutting:	0	425	127.18	55
Permanent waving-chemical relaxing:	5	350	80.9	82.5
Hair coloring and bleaching:	5	432	137	104
Wigs, hair pieces, and related theory:	0	150	30.75	9.5

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PANEL HOURS RECOMMENDATION

	Low	High	Avg.	Median
Intro - Orientation	0	208	46	22
Intro - Laws and Regs	3	100	17	5
Intro - General sciences -	0	210	52	35
Intro- Applied sciences	0	126	39.5	28
Nail Care	5	200	75.5	60.5
Skin Care	12	663	177	92.25
Hair Removal	0	144.8	23.15	13
Hair Care	12	1709	462.3	286
TOTAL	32	3361	892.5	541.8

DISCUSSION

- Thoughts and Recommendations??
- Topics to Combine?
- Topics to Rename for Clarification?
- Topics to Remove/Add?

Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Orientation is full of subjects that requires explanation and discussion with the students that can prevent harm to themselves and others. Here are some examples. They learn and understand their FERPA rights which protect their privacy in the education setting. This is new to most of our students. This knowledge prevents the violation of the federally mandated FERPA rights. They meet the people that will help them with any challenges and questions (financial aid, attendance etc.) throughout their schooling. They learn schedules and legally required breaks, they learn clocking procedures by doing it. They learn about necessary basic safety and first aid. They are required by federal law to learn and do emergency evacuation procedures as well as shelter in place procedures, specific to their building and space to prevent harm in case of fire, tornados, active shooters etc. They begin learning and do very basic beginning sanitation. They learn and discuss their education requirements, much like a syllabus discussion on day 1 of a college class. However, the requirements of clocking, attendance, testing, grading criteria, and course work both theoretical and practical is very different than anything they have experienced in high school or college, and even the college graduates usually require a discussion to understand what is expected per state, and federal regulations. This prevents harm to the student and their education. They learn the federally required Title IX and Clery Act information including required discussion of who to go to should such event occur, as well as their rights and and required procedures. This works to prevent sex based crimes or escalation fo sex based crimes to the student and fellow students, staff, and guests. They learn their ADA rights and meet the ADA coordinator. This prevents harm to the student and guests due to lack of accommodations unknowingly as many of our students don't realize they will still need accommodation or that it applies in this setting. They learn and discuss appropriate expected professional behavior including Drug free work place policy that prevents harm to education, themselves, classmates, staff and the public.

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, most of our learners are very Body Kinesthetic type of learners. Many of them had severe struggles in "Traditional" learning and school settings. Learning challenges such as ADD, ADHD, Dyslexia, Receptive Language Processing Disorder, and 504 file recipient etc. are very common in Cosmetology and these people thrive in a world that teaches by doing, while being guided by an understanding professional. Hands on in person training is the easiest and fastest way for them to learn and understand this crucial information. Required reading and self learning is not effective for most of our students. When Orientation was taught via video or self guided learning based on the necessity, it required duplication and review of the information. Our experience in duplication and review is that it takes more time than facilitating an in person, hands on Orientation from the beginning. Per our compliance agencies, all of these federally mandated policy reviews must be done while the student is clocked in, thus in person education saves very valuable time that they need to focus elsewhere.

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8 hours

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, they really need to know the laws governing their industry. They need to understand basic tax law, how to pay quarterly tax payments as most are self employed upon graduation, to prevent tax evasion that harms all US citizenship. They need to understand where to go to ask additional questions regarding city and state guidelines for business licensure. This prevents noncompliance with laws and guidelines that could cause a business to close. They need to understand industry standards and financial guidelines that would prevent business failure up to and including bankruptcy. We review noncompete contracts, to prevent the harm that unrealistic noncompetes often cause. Business failure can cause financial harm to the student, their families, and society.

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, we are working with learners who learn faster and easier from in person hands on type of activity that creates a stronger connection and understanding with the information. This is something that our students are often asking for more.

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, most Cosmetologist enter into business as self employed. They will need to know about Sales, Inventory, and Retailing to run a sustainable business for the welfare of themselves, their families, and their guests. Selling ones services is crucial to success. Many services require specific followup to build or maintain the health of the scalp and hair. Without the appropriate followup care, harmful scalp conditions can occur. Hair grows when the scalp and follicle are alive and healthy. Severe damage to scalp can destroy the follicle causing balding, scarring etc.

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, many Cosmetologists are very intelligent and learn quickly when shown or by doing the task. It is unusual for Cosmetologist to be great at learning from reading and/or self taught situations. When watching recordings, they usually require discussion to answer questions create clarity.

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

This should be sprinkled a few through every service education. is a tough question to answer as each person has a different need.

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, if you don't know how to pay taxes you could experience a variety of penalties up to and including jail time.

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Training is the least restrictive way to train but I believe this could fit into an "optional" course.

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Cosmetologist need to know that they should carry malpractice insurance.

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes as stated before they are hands on learners and thrive best with in person learning.

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

2 hours

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Confidentiality is a huge safety concern. We keep personal information on guests. We need to protect their privacy and their data. This protects the guest and decreases the liability for Salons, Schools and Stylists.

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

This could be done over video or distance learning but would require a followup review discussion or indepth assignment review to be sure it is implemented properly.

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2 hours plus a few minutes for implementation on each guest

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, without learning Professional ethics and practices, students can cultivate and/or continue unprofessional, unethical habits that can and will continue into the work world. These habits could cause the Cosmetologist to violate the rights of guests, coworkers, employees etc. unknowingly or otherwise. These habits may be offensive and harm business or more sinister in nature, taking advantage of an innocent person who is in a vulnerable place. This is one of the few industries other than medical etc. where touching a guest is allowed. It is imperative that a strong ethical expectation is taught to all students.

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, they need to review situations and case scenarios to understand what is and is not appropriate.

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex. "5")

6 hours spread throughout and constant coaching with all services and guest situations.

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, laws are in place to protect the clients, public, and Cosmetologist. They must understand the laws and what adherence looks like in order to comply with laws. Non-compliance could harm the public as well as the welfare of the business and parties involved in business.

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, legal jargon is difficult to interpret and understand. It is ideal to have an expert explain the laws to be sure the students understand.

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 - 6 hours

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, there are many harmful bacteria that can cause damage to all people involved. Spread of bacteria can cause great damage. Left untreated, some bacteria can maim and kill.

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, if this is taught in an interactive way with 3D models etc. the students understand and grasp the information much faster and with greater clarity.

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4-6 hours

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, study of Microorganisms prevent health hazards of all types.

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, learning works to prevent infection, disinfection, and and sterilization work to control the spread of infection bacteria and disease. COVID should have taught all of us how important disinfection is.

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, portions of this can be done via Distance learning and video. It should be followed up with discussion, demonstration, facilitation and inspection. It is crucial to understand the difference between disinfection, sanitation and sterilization, and the techniques to facilitate the previous mentioned items must be done thoroughly and correctly or the systems will be compromised and disorders can spread.

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10-15 class hours and at least an hour each day of implementation

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, I believe this is pretty self explanatory. OSHA requirements were set up specifically to protect workers and the public.

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, if you want understanding and implementation.

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this has specific information regarding active ingredients and possible allergens in each product. This is required to understand course of action that should be taken in case of emergency. This informs medical professionals, poison control etc. what ingredients they are working with in case of adverse reactions that happen relatively regularly in Salons.

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, they are a relatively scientific document that are difficult for most people to understand and read. It usually requires that someone walk through them together to help them understand and prepare for emergency situations.

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: 5)

1-2

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, understanding the chemistry of the products that are used is crucial be sure products are used properly to protect the Cosmetologist and the consumer. Some chemical interaction can be caustic and very dangerous. Improper use of products can cause severe damage and adverse reactions of the skin hair and nails.

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, creating a more interactive learning experience really creates better simulation and understanding of the information.

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10 hours of class and a few minutes with each product used during every service

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, improper use of products can cause severe damage and adverse reactions of the skin hair and nails.

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this needs to happen in real time as products are used to assist in connecting with the products properly.

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10-15 hours and a few minutes with each product used in services.

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the cosmetologist need to understand nutrition sufficiently to take care of their health and be aware of deficiencies that may show in the hair skin and nails. Usually, they will direct the guest to a physician.

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, in order for intellectual connection but this should require a minimal amount of time.

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, one must understand the physical makeup of the areas of the body with which they work. Many products and services are recommended for specific areas of the body. Misuse can cause irreparable damage. Cosmetologist also need to understand when to refer to a physician.

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this is an intense and difficult subject that typically Cosmetologist either have no prior experience or struggled with traditional academia. The more interactive the lesson, the better it will connect. Also this needs to be sprinkled throughout the curriculum in bite size portions to allow for better simulation. 25

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25 and implementation with each service

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, as we are doing very innovative services that done improperly and cause severe damage and possibly scarring.

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, interactive learning including educator experience creates the most effective learning environment.

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

6 in class and 15 minutes with each skin service.

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, each skin type has very specific benefits and challenges. Knowing each feature and possible challenge will help prevent damage to skin types especially in regards to skin types different than oneself. It is easier to connect with ones skin type including ones pigmentation. Knowing all skin types including pigment can prevent medical damage as well as discriminative behavior toward the guest and the cosmetologist. The cosmetologist needs to understand in order to have the opportunity to work on all skin types.

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, they need to actually experience all skin types in order to facilitate differences appropriately.

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

20 and a few minutes with each skin service

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the cosmetologist needs to know and recognize skin conditions, what skin conditions can be treated, when and how they can help. They also need to know when to refer to a medical professional or when to refuse service to avoid spread and/or exacerbating the condition.

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, these are conditions that need to be seen and explained by an experienced professional.

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

6 hours and with each service

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this is absolutely necessary for health and safety. There are a multitude of diseases and disorders of the skin and scalp. Many of which are extremely contagious and damaging. One must be able to recognize what they can work on and when to deny or reschedule the service and send them to a medical professional in order to avoid spread to guests and cosmetologists.

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, Cosmetologists learn much better in an interactive learning and need to see what the disorder looks like and have the ability to recognize and discuss the course of action with a trained professional. This creates a better learning environment to ensure sufficient minimum understanding to prevent the spread of disease and disorder.

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6 hours of theory and inspection throughout all services

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, personal hygiene prevents spread of any disease, disorder that a cosmetologist may carry to team mates and the public. Cosmetologist work very close proximity to the guest and it is very easy to spread disorders with in our role. Personal Hygiene would essentially create a sanitation and disinfecting of the stylist if you will.

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, as much as this has been taught our entire lives, today's social climate that avoids offending at all cost does not serve our industry well. We often need to be very direct and transparent in giving feedback to Cosmetology students. Focusing on course correction of what we see and experience with an individual that may be harmful to the public. We need to be in person in order to know what specific direction each individual needs.

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6 hours of calss and constant coaching throughout the program.

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, we need to understand this as to prevent damage to the nail with chemical used and prevent bacteria spread and spread of nail diseases. This is an area that can cause a great amount of damage to the health in unclean environments. As the bacteria or disease can be trapped under the nail, this can easily grow and move into the blood stream. If a staff infection were to get into the blood stream, this can cause damage to internal organ especially the heart. This damage can be permanent and cause disabilities and death. In all my years this has been an area of challenge with the most devastating results.

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes as Cosmetologist learn best interactively and they must grasp this sufficiently. This is especially crucial with pedicures.

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

10-20 hours of theory and practical application

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, these procedures must be done correctly, including appropriate sanitation before during and after the procedures to ensure the prevention of disease and disorder that is spread very easily in nail procedures.

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, they must understand and do the procedures.

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

80 hours of class and additional hands on

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this can be so incredibly damaging to the nails and skin around the nails. I worked in the 90's when this became popular and mainstream. Most nail techs and cosmetologists had absolutely no training in this area. I witnessed cuts in the cuticles, severe burns from the friction of the file, including blisters under the nail bed, and aggressive filing that caused cuts and holes in the nail bed. This is very damaging to the nails and the open wound can spread disease to others and leave an open wound that allows disease to enter the body.

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this must be done in a hands on fashion and inspected by the educator to ensure that it is done safely. This is not a service that should be left to learn through experimentation and trial and error. I saw the damage that can occur.

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

16-25 hours

This form was created inside of Commonwealth of Virginia.



Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, there are very specific and harmful reactions that can occur do to health challenges and/or medical treatments that would be discovered in a thorough health screening. For example, chemo can make skin very dry and overly sensitive. Certain prescriptions can leave skin very sensitive and in need of protection. There are a multitude of skin disorders and diseases that can be highly contagious; and nothing to be played around with. As a state licensed practitioner it is imperative you know what these are/look like.

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this is not training that should be left to chance. It could be catastrophic to someone who is already going through a health challenge. You need to discuss it as a class, see it first hand and understand how to deal with it. You need to know how to sanitize against and disinfect as to not cause cross contaminate and practice these techniques with each client to gain a working experience.

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5 hrs and a few minutes with every client

27. Skin Care - Skin Analysis and Consultation

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you need to actually see and feel the skin in order to make a good analysis. One should experience many different skin types in order to prevent harm to people. That harm could be permanent in the form of scarring. To be able to touch, look & feel the skin is everything. There is no experience like physically touching the skin (especially when working in a hands on state licensed industry).

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3 hrs as introduction and 15 minutes per client with as many clients as possible, minimum 20..

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes,
You can actually do more harm than good on! You can severely injure a client by using wrong massage techniques (physical hands on is everything in our industry)

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, You actually need to feel muscles to know your working on/in the correct area

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

4-6 hours instruction plus hands on with multiple clients

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, If items/supplies are not properly cleaned, sanitized and disinfected cross contaminate will occur. You also need to know the correct cleanser to use for each skin type. Using the wrong product can cause a great deal of irritation to the skin.

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes
Cleaning the face is a hands on procedure in a hands on career. You need to touch, feel and physically see as many faces as possible to get good at cleansing.

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2-4 hours

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes,

Some thermal masks can be in excess of 103 degrees fahrenheit, seeing it in person is the difference between a lawsuit or not. This could cause burns and/or scarring if done incorrectly.

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes,

Several companies now utilize masks that need assistance when first learning (heat/cool factor)

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

4 hours plus multiple applications

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes,

Extraction is quite literally the extraction of infection and/or blemish causing bacteria. It can spread "infection" around the face worsening the condition. Unclean implements can spread infection to others.

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes,
Seeing the physical extraction and how it works is everything. Knowing is it prime or not, can it scar the face for life. Do you have the proper tools and faces to practice on.

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6 hours introduction and 30 minutes with a minimum of 10 guests

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, You could burn, electrocute, scald, or scar a client without proper training, leading to possibly permanent damage to the client and possibly a lawsuit.

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, If you, yourself do not have these machines/tools how can you actually know how to use them? Some machines have multiple services that can be done and each service should be done in a hands on way with supervision to be sure it is done safely.

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8-16 hours per machine and 1 hour for each service performed on the machine

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the products used can be harmful to the skin and improper manipulations can cause permanent damage to the skin.

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowing the theory does not protect the public. The service must be done in a hands on way.

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

The very term "Electrical" when it comes to a facial makes me nervous. Too many things can go wrong.

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, one must actually do these treatments and preferably supervise.

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6 hours and 30 minutes with each client with a minimum of 10 guests

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes to the safety measures

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, If they have attended class for all of the in-depth training a general review would be fine. Sum up the chapter for the exams.

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

This should be added to each of the other topics

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, You must have a sanitary set up and understanding of necessary supplies. Cross contamination can cause blemishes on the skin or much worse. It could cause eye infections and blindness. The eye is very vulnerable.

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. This needs to be done correctly and practiced as the techniques don't make sense to the average person and are not usually intuitive.

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6 hours and multiple applications at least 4-5 at 1 hour each

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No. This could be done virtually and activities could be completed.

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2-4 hours

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. You need to know any sensitivities that the makeup could exaggerate.

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, this could be done via Zoom or Distance Learning

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2 hours and 10-15 minutes practice with each client.

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the application needs to be sanitary and practiced to get it right. This prevents harm to skin, eyes etc. There are too many openings on the face that could cause or spread disease and disorder.

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this needs to be experienced in a hands on fashion to practice it appropriately.

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8 hours plus 1 hour per hands on application for 5-10 applications

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes if you consider psychological harm. Camouflage can cover many challenges like scarring or an unwanted tattoo. This helps a person feel confident and valuable especially on a special day. Many would not find value in that but with the amount of destructive behavior I have seen, maybe it should be considered.

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you have to mix colors to get a match and this takes a lot of practice to get a match in color and texture.

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6 hours

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, these require extremely strong glues and sharp objects around the eye. You could get it in the eye causing damage, glue the eye shut, stab the eye with a sharp object. Correct sanitation is a must. Gluing and eye shut would require medical intervention and it quite literally can take days or weeks for the glues to wear off.

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

You have to practice with supervision. You really need a professional to direct you so can get it right and well. This is something that nor done well is extremely dangerous.

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

12-16

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, dyes can cause damage to the eye and vision. You need to know the right

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you must learn to protect the eye by actually doing it.

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, you are using harsh chemicals on the lashes. You must protect the eyes or this causes severe pain and damage to the eye and sanitation is key to protecting the public.

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you must learn to protect the eye by doing this.

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

6 hours

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, lightening products are very strong harsh chemicals. You must choose the correct product for the skin type and know the proper use and timing to avoid damage to the skin.

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you need to do this.

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

4 hours

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Not if this concept is added into the in-depth training of the other subjects.

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No this could be virtual and a general review for testing purposes

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

2 hours

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes there are chemicals and products put on various body parts. This could cause irritation as well as spread infection if proper protocol and sanitation is not learned and used.

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you are working in very sensitive areas and need to have done this.

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, you must learn all the protocol and contraindications to avoid harm to the skin and the person. You are wrapping body parts with a substance (plastic wrap) that could cut off the circulation to various body parts.

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you need to feel the appropriate pressure etc.

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours

48. Body and Other Treatments - Body Masks

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this is all about knowing your product

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Product knowledge can be taught virtually to a point. It is learned and understood better with a good teacher.

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

4 hours

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This is same as question # 48.

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

This is same as question # 48.

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

4 hours

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Some oils/ingredients can be very harmful to people.

1, Examples black pepper can cause miscarriages in some women.

Skin script skin care has a black pepper enzyme they make. Without hands on physical experience and active discussions bad things can happen with ingredients.

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. By fully understanding "aromatherapy" and how it is in our daily lives makes for a more capable professional.

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

6 hrs

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes but this should be included in and in-depth training of each technique.

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, this could be taught virtually as a general review.

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

1-2 hours

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, sanitation is key to safe application. This seems simple and it is but it is crucial. Improper application and sanitation can cause burns, skin abnormalities etc

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this must be practiced to do it safely. The harm that can and is often caused can and should be avoided with hands-on training. I have seen severe damage because of improper and/or unsanitary waxing, including a flesh eating bacteria that was introduced through improper waxing.

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4-5 hours

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, different types of wax can be used on different skin types and areas of the body.

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Training is ideal, this could be taught over zoom etc. but it needs discussions with and instructor to discuss the differences etc.

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2-3 hours

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, done improperly can cause harm.

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this is quite painful and techniques are required to ease the pain. Tweezers are often sharp and can pinch and even cut the skin if used improperly. This needs to be practiced with a professional giving feedback as it is completed.

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

2 hours

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the chemical can be very irritating to the skin and cause burning, irritation, and scarring. Damage can be permanent.

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this needs to be discussed with a professional to understand what products to use and it should be practiced to be done safely.

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2 hours

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, there is a variety of machinery that can be used. These machines can cause severe damage if used improperly and not sanitized properly, including infection, irritation and electricution.

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, all machines require training. A cosmetologist should understand the machinery and when each process should be used.

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex. "5")

10 hours

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This should be included into in depth more specific training about hair removal.

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, this could be an overview or reviewing a Distance a learning setting.

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2 hours

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this needs to be done properly to prevent scalp conditions and make the correct choices for products and procedures for each person and their hair and scalp.

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this requires discussion and observation of scalp conditions to remedy etc.

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10 hours

59. Hair - Shampooing, Rinsing, and Scalp Analysis - Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, we are always teaching guests how to shampoo their scalp properly. This needs to be done correctly to prevent irritation, especially with chemical services. The shampooing and rinsing techniques are often key to neutralizing chemical services and done improperly can leave the scalp and hair very vulnerable for irritation and harm ex. color must be shampooed properly to prevent possible allergic reaction. There are also specific techniques to aid with certain hair types to be sure to prevent unintended discriminatory behavior within the industry.

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, there are many different techniques that must be experienced to master them properly. One needs to do this and practice many times. This needs more time than it normally gets.

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40 hour

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this teaches cosmetologist the hand eye coordination and finger dexterity to do the job. It allows them to work on a variety of hair types and formations creating an inclusive cosmetologist and preventing harmful discriminatory behavior due to lack of knowledge.

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, some of these techniques can be taught over Zoom and some require really great hands on teaching. After 30+ years in the industry fingerwaving will often require actual hand holding to get hands to move properly and achieve an acceptable result, not good just acceptable.

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40 hours

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, if this is heat rollers, they could cause burns to the skin and hair. Combing and brushing correctly can prevent irritation to the skin and hair as well as prevent pain and even balding that can be caused by improper combing etc. with certain hair types.

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this needs to be practiced, preferably on a human.

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10-20 hours

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, obviously when using heat, proper technique prevents burning. This is especially crucial when working on curly and extra curly formations, as you must get very close to the scalp with the heat and prevent burns and irritation to our curly hair friends. Knowing proper techniques for all cosmetologists prevents discriminatory behavior as well.

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you need to practice this on a doll until mastering techniques especially close to the scalp on a doll head before trying it on a person. We must work especially hard to protect the delicate skin of children.

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40 +

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, in this area proper technique prevents harm. You must know your equipment well and be sure it is sanitized appropriately to prevent spread of disease and disorder.

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, this could be complete in a distance Learning format.

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, you are using extremely sharp tools close to a humans head and face. The tools are in the cosmetologists hands. Proper technique helps to prevent cuts. Proper sanitation helps prevent infection.

.....

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Proper technique needs to be experienced. Body parts need to be put into place and practiced so muscle memory is created. This is similar to many sports in that proper well executed technique is creates the safest way to perform. Bad habits need to be seen by a professional and corrected in order to prevent harm (short term and long term) to the physical body of the guest and the cosmetologist.

.....

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

200

.....

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

68. Hair - Permanent Waving and Chemical Relaxing Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

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68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

.....

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

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73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

[Redacted]

1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, It will teach students how to practice safety while working in the lab.

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, It is important for students to be knowledgeable about school policies and expectations.

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The lack of professionalism and organization

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes Training the students in the knowledge of school, lab and salon policies benefits the students, the school and the community

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The harm would be students not having product knowledge to prevent negative reactions to products.

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, by students having a knowledge of products, sales and inventory, it will prevent unnecessary sales and costly inventory

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. the harm would be tax evasion or tax fraud due to lack of understanding the importance of tax laws.

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, because having an understanding of the tax laws and taxes will benefit the students in business and protect the public from lawsuits.

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

"2"

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to prevent malpractice lawsuits and prevent the salon from loosing its license to operate.

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, students will be able to recognize how to protect the clients and the salon from injury and lawsuits.

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

"2"

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The safety harm this would prevent would be to keep record of negative or allergic reactions. Welfare would be to keep the client's information private.

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, it teaches students to practice proper record keeping and understand privacy rules and regulations.

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

"1"

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm would be not demonstrating customer service skills.
Lack of respect for diversity.
Poor organizational and life management skills.

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, with training students will be able to demonstrate customer service skills.
Demonstrate work ethics. Demonstrate integrity and demonstrate respect for diversity.

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

"3"

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm this will prevent is infections, unlicensed Cosmetologists and unlicensed practices, that would endanger the public.

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Training students in the knowledge and practice of the laws and regulations protects the general public from many types of harm. Some examples are infections, malpractice, allergic reactions and chemical burns.

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The harm would be a lack of knowledge of the types of disinfectants and how they are used, classifications of bacteria and viruses.

Safety- not understanding state laws and rules and the differences between them.

Lack of knowledge of universal precautions.

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Training addresses the lack of knowledge and gives students the knowledge of the different types of bacteria and viruses.

The types and classifications of bacteria and viruses. Demonstrating knowledge of proper use of disinfectants and their efficacy.

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

"4"

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. The same as Bacteriology

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No. Same as 9.1 -9.3

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Health- The harm would be coming in contact with contaminated surfaces and working in a contaminated work area.

Safety- Lack of proper sanitation, and disinfection of tools, equipment and surfaces.

Welfare- Spread of communicable infections, illnesses and diseases to the general public.

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Training would prevent the harm would be of coming into contact with contaminated surfaces and working in a contaminated work area.

Safety- Prevent the lack of proper sanitation, and disinfection of tools, equipment and surfaces.

Welfare- Prevent the spread of communicable infections, illnesses and diseases to the general public.

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. This is an organization that regulates and enforces safety laws

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No harm

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

This ties in with Infection Control

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No This is a record of product ingredients

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No harm

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

This ties in with Infection Control

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The harm would be infection risk, Malpractice and safety risk Product reaction risk

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, Knowledge of product behavior and ingredients for the proper skin type would address this harm.

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Allergic reactions

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. knowledge of product ingredients will lessen this harm.

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No training needed for nutrition

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, injury to the nerves, muscles and bones.

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. knowledge of how to prevent these injuries will prevent this harm.

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No training needed for skin structure and function

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

0

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No- knowing skin type is important but doesn't pose a harm

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

0

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes and No- the harm would be not recognizing different skin disorders and/or diseases.

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Knowledge and recognizing skin conditions would prevent this harm.

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

1

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

I think 18, 19, 20 and 21 should be combined

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, and No, knowledge and practice of personal hygiene improves overall health not really harm except to the people who have to smell them.

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, a brief overview of personal hygiene would be sufficient to address this harm

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. the harm would be injury to the nails, infection, spread of contagious disease

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Recognizing nail disorders and diseases could prevent harm. Proper use of cuticle nippers can prevent injury.

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

4

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This can be combined with 23

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

This can be combined with 23

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

0

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This can be combined with 23

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

This can be combined with 23

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

1

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Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

[Redacted]

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. This will prevent harm to the skin, infections, allergic reactions, spread of contagious diseases

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Recognizing skin disorders, irregularities and skin diseases prevent harm.

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

27. Skin Care - Skin Analysis and Consultation

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No there is no harm in this

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The harm would be if the manipulations are done improperly or in the wrong direction

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training will prevent harm and injury to the muscles

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, mainly Injury to the eye area and discomfort to the skin

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training will prevent possible injury to the eyes

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

same as 29

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 29

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

same as 29

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm would be infection , injury risk, product reaction risks

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, recognizing how to properly use implements and tools would prevent injury, infection knowing which product to use on different skin types would prevent product risks.

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Injury to the client and the professional

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, the study of safety precautions is very important

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, infection, product reaction

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowledge of product interaction and certain product ingredients will prevent this harm

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Same as 32.1

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 32.2

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

same as 32.3

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No it is teaching safety

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

NA

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

NO

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

NA

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

There is no health, safety or welfare harm in this.

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, infection and product reaction

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, to prevent infection

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, eye infection, eye injuries, adhesive injury product reaction risks, contamination, and follicle damage

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training in proper application would prevent eye infection, eye injuries, adhesive injury product reaction risks, contamination, and follicle damage

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

same as 41.1

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 41.2

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

same as 41.3

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm would be eye injury, eye damage, blindness, product reaction risks,

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, educational knowledge and practice would greatly reduce the risk of eye injury, eye damage, blindness, product reaction risks,

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

10

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The harm would be body injuries; burning of the skin, product allergic reaction, infection due to skin sensitivity, contamination of product and tools and implements

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, proper training can prevent the risk of burning of the skin, product allergic reaction, infection due to skin sensitivity, contamination of product and tools and implements.

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

10

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

NO

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

1

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, product reaction, improper massage movements during body treatment

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Proper training can prevent possible product reaction and injury to the muscles

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

same as 46.1

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 46.2

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

same as 46.3

48. Body and Other Treatments - Body Mass

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Same as 46.1

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 46.2

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

same as 46.1

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 42.2

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

same as 42.3

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

same as 46.1

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

same as 46.2

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

same as 46.3

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Training in this area can prevent harm and injury to the client and the public.

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

2

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[Redacted]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, just the types of hair removal poses no harm

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, this is the same as 52.1

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No this is the same as 52.2

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. this would prevent infection due to non-disinfected tools, implements and/or devices coming in contact with a customer's body. A safety prevention would be the misuse of tools, product or the unsafe delivery of service.

Prevention of product reaction such as an allergic reaction or irritation.

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Training would prevent the risks of infection, due to non-disinfected tools, implements and/or devices. Proper training would prevent the risk of malpractice and product reaction.

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this is the same as 54.1

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Training would prevent the risks of infection, due to non-disinfected tools, implements and/or devices. Proper training would prevent the risk of malpractice and product reaction.

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this would be the same as 54.1

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this is the same as 54.2

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

6

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, this would be taught to prevent the harms in 54.1-56.3

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this would be taught to prevent the harm in 54.1-56.3

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

12

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this would prevent infection and contagious diseases risks such as; ringworm, tinea, folliculitis, and parasitic infections. Safety risk this will prevent would be but not limited to; scalp abrasions, follicle damage, scalp irritation. Product reaction prevention would be allergic reaction to product, respiratory irritation.

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Training would prevent the risk of the client's exposure to contagious illnesses, scalp irritation and allergic reactions to products that counteract with the client's medications and allergies.

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

59. Hair - Shampooing, Rinsing, and Scalp Analysis - Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same as 58.1

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same as 58.2

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. This would prevent product reaction, For example an allergic reaction to the products

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Proper teaching of chemistry of products would prevent this harm.

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. I see no specific harm

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, I see no specific harm

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this could prevent scalp and/or skin burning

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. Proper training in the use of tools hot tools would prevent this harm

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this would prevent the harm of injury from misuse of equipment; skin injury, cross contamination of implements and tools

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, proper training would prevent the risks of injury and improper decontamination practices.

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this would prevent injury from improper handling of tools, injury to self and client from accidental cutting the skin.

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, Proper training in the use of haircutting tools would prevent this.
Proper training in the blood exposure procedures would address this harm.

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, not in the analysis. However, during the analysis scalp disorders, and diseases can be identified to prevent chemical irritation and burns

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, proper training would prevent chemical burns, scalp irritation and the risk of infection due to allergic reaction to products

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm would be the risk of infection from non-disinfected tools.
A safety risk of improper or misuse of supplies and equipment.

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, Training could lessen or eliminate the risk of infection and it would greatly eliminate the safety risk.

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

7

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this will prevent infection risks such as: folliculitis, impetigo, MRSA, ringworm, coronavirus.
Safety risks such as: chemical burns
Product reaction risks such as: allergic skin and scalp irritation

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, proper training will prevent the risk of the infections, safety risks and allergic reaction risks

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. the same as 67.1

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, the same as 67.2

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Analysis and basic color theory does not propose harm

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

NO

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this could prevent injury due to misuse of equipment, It could prevent infection risks from non-disinfected tools, implements and devices

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, Proper training will teach students how to use tools, implements, devices and equipment safely.

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

7

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm would be possible safety risks such as; chemical burns. Product reaction risks such as, allergic reaction to the products.

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training can prevent safety risks such as chemical burns. It can also prevent product allergic reactions.

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

7

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

There is no health, safety or welfare harm in this.

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

There is no harm

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the harm this would prevent scalp infection from non-sanitized wig caps.

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

The proper training in sanitation could prevent this harm.

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

[Redacted]

1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Orientation should cover basics of hours, attendance requirements, location of facilities and equipment, etc.

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, can easily be covered in a classroom situation.

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours. Sanitation, infection control and safety covered separately.

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. This has nothing to do with health and safety, should not be in the curriculum.

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. This does not belong in the curriculum.

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, this does not belong in the curriculum Has nothing to do with health and safety.

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above.

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, this has nothing to do with health and safety. Should not be in the curriculum.

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, this has nothing to do with health and safety. Should not be in the curriculum.

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, this has nothing to do with health and safety. Should not be in the curriculum.

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, but obviously students need to be aware of laws and regulations, this would apply to all areas: Hair, nails and skin.

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, easy to accomplish in a classroom.

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours should be sufficient

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This should be covered in Sanitation and Infection Control section.

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Should be covered in the sanitation and infection control section.

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. However, the science behind infection control, etc. is not helpful This information applies to all areas: Hair, nails and Skin.

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, can be taught in classroom then observed during performances to ensure proper procedures are being followed.

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

24 for nail related issues only.

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Should be covered very briefly if at all. How to read a SDS sheet should be sufficient.

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Easy to teach this in classroom.

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

See answer to previous question.

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See answer to previous question.

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

See answer to previous question.

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Students don't need to understand chemistry to safely perform the services. Basic information about the pH of alkaline and acidic substances should be taught in the sanitation and safety section.

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, included in the prior section on sanitation and safety.

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. Students don't need to understand chemistry of products. Products have labels listing ingredients, but students don't need to know what each ingredient is or what it does other than reading the label.

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Minimal coverage could be taught in safety section.

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Minimal. Maybe 4 hours for all areas.

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. Doesn't belong in the curriculum.

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No. No advantage to learn these topics, does not prevent any harm

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

see above

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No What is helpful can be/should be taught in sanitation and safety section.

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No.

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Possibly. Think it's obvious that if a nail is infected, it shouldn't be handled. Showing pictures with examples of nails that shouldn't be treated should be sufficient.

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

4

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Possibly: If there are conditions that may be infectious, that should be a reason for not performing a service on that client. Should be covered in sanitation and safety section. Students should not be diagnosing diseases and disorders. If something looks like it needs attention, suggestion to client to see a medical professional may be appropriate.

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Basics of washing hands with soap and water when appropriate should be covered in the sanitation, infection control and safety section.

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

See above

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Only the basics needed to safely perform procedures should be taught.

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, can be taught in classroom then observed during performances to ensure proper procedures are being followed.

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Requirements to sanitize instruments, discard porous materials after use, sanitize foot baths, etc. are essential to a safe environment. Correct procedures to avoid harm to the Client should be taught.

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, can be taught in classroom then observed during performances to ensure proper procedures are being followed.

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

40

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. These are powerful tools that can cause harm if not used properly.

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, can be taught in classroom then observed during performances to ensure proper procedures are being followed.

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

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Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

[Redacted email address]

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. cursory examination of skin to determine if there are any conditions (open sores, etc.) that might be problematic. Not a medical determination.

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes. This can be addressed by lecture/remote learning.

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 hours.

27. SKIN CARE - SKIN ANALYSIS AND CONSULTATION

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, damage to skin potential.

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning.

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4 Hours

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, but minimal since this is light massaging/stroking.

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning.

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, but minimal

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, but minimal.

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning with one or two applications observed by instructor.

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

4

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, minimal

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning with one or two applications observed by instructor.

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, safety with electrical equipment, either Galvanic or high frequency

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Minimal

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning with several applications observed by instructor.

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

16

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, potential damage to skin

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning with several applications observed by instructor.

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

16

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, but should have been covered in earlier sessions

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Minimal, but students need to understand proper setup techniques and understand the supplies and implements to be used.

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning. Observe during applications covered in earlier sessions.

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes Potential damage to eyes.

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning with one or two applications observed by instructor.

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, potential damage to eyes

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, should be able to teach this by lecture/remote learning with one or two applications observed by instructor.

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. This should not be in the curriculum. Harsh chemicals near the eyes is scary dangerous.

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, potentially using chemicals can be dangerous. Should not be in the curriculum.

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

0

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Minimal. Anything around the eyes is potentially harmful.

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Should be included in earlier sessions.

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

0

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A. Should not be in the curriculum.

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A. Should not be in the curriculum.

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

48. Body and Other Treatments - Body Mass

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A. Should not be in the curriculum.

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A. Should not be in the curriculum.

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

0

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A. Should not be in the curriculum.

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

0

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A. Should not be in the curriculum.

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

0

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[Redacted]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Improper technique could cause skin irritation or infection.

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, Safety and sanitation basics can be taught in classroom

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No.

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

0

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This should be covered in the earlier section

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Minimal

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Can be included in the practical section

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

59. Hair - Shampooing, Rinsing, and Scalp Analysis Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, minimal but proper technique is essential to entry level Stylists

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, learn techniques in classroom. Practical comes with other procedures.

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO. This is an antiquated requirement.

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Minimal, possible damage to hair if done improperly.

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Can be taught in classroom with minimal practice

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, but safety issues should be covered in the Orientation, Sterilization and Sanitation

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this can be taught and trained.

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Safety and sanitation issues should be covered in Orientation. Basics of types of equipment such as shears is necessary for entry level Stylists.

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Classroom with practical later. Foundation for a Stylist, absolutely necessary.

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

24

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. Sharp instruments around face and ears can cause harm, incorrect procedures can contribute to or cause carpal tunnel syndrome for Stylists

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, techniques can be taught in classroom and practice. Takes a lot of repetition to master the techniques.

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

320

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, harsh chemicals can cause irritation, especially with open sores/cuts, etc.

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, both in classroom and in practice. Demand is currently not great, but trends change and these procedures may become more popular in the future.

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, students need to understand which types of products are appropriate for these procedures. But can be covered in Chemistry section

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, classroom lecture

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, both in classroom and in practice. Demand is currently not great, but trends change and these procedures may become more popular in the future.

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

80

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, harsh chemicals can cause harm, students need to understand the differences between the various types of chemicals to be used.

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, classroom

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

16

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Not really. But this is a difficult subject and basic skills are needed for entry level Stylists

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, color wheel/theory is the basic knowledge for entry level Stylists

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

40

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, students need to understand the required products and their safe use.

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, some or all of this could be taught in other sections.

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

16

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, proper application techniques can prevent hair damage, takes practice

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, necessary for entry level Stylists to have these skills.

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

160

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

N/A

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

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Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

[REDACTED]

1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes. The school policies, which have to be followed by students, are similar in concept to what the state board regulations represent for licensed professionals - both the school policies and state board regulations should be followed (by students and professionals, respectively) to protect the health, saefty, and welfare of the public. In order to build student habits with understanding how to interpret and follow rules of the institution, the school is building these same habits in the student towards the state board regulations. The school training models allow for students to service the public in a supervised clinic setting - furthermore, the students who follow policies build the good habits of citizenship and perform services safely to the public while in school which will carry through to their professions as licensed practitioners.

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, a theory lesson on the policies is a good way to introduce the school policies, however it takes daily practice of following policies and rules to build the habits of citizenship that will carry on with the student when they graduate from school and become a licensed professional who abides by the state board regulations.

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, salon management builds the skills needed to manage a salon and oneself appropriately. Students who graduate from school will go into work at various different places, including opening up their own salon right out of school (or in the future) or renting a booth from someone (where they have to manage their own business). Based on the various trajectories for students upon graduation (most students have the goal of having their own salon), it is vital to educate students on how to properly manage a salon in order to deliver a the health, safety, and welfare of the public. Salon owners typically are licensed cosmetologists. There is no training requirement for opening up a salon - this education is vital to ensure that the majority of salon owners understand proper management to protect the public.

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, management philosophies can be provided through theory lectures (training) and practice does re-enforce theory concepts.

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, if students/cosmetologists do not understand how to retail or inventory properly, then they can provide a harm to the client by using the wrong products, treatments, or chemicals on the client. Furthermore, there are many different hair texture types that require different retail or inventory products. Protecting the health, safety, and welfare of the public from a equity, inclusion, and diversity standpoint is vital and understanding the products used on different hair textures is a major component to this. Proper sales training is also required to ensure cosmetologists are not deploying harmful sales tactics towards customers (same reasoning as before)

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training to understand how to retail, sell, and inventory properly is vital to providing a safe environment for clients in a salon.

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

10

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this will prevent future lawsuits that may arise from cosmetologists regarding reporting their tips, processing payroll properly for themselves and employees (booth rent, or salon owners), and ultimately protects the Virginia citizen taxpayer dollars from mis use and tax fraud

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, theory training/education would be the best means to teaching this.

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this will prevent potential lawsuits between cosmetologists and clients - and will also protect against any liabilities that may arise.

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, theory training/education is the easiest way to deliver information on this topic.

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

3

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client confidentiality is very important to protect the client's personally identifiable information private.

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, theory training/education is the easiest way to deliver this information backed by daily practice.

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, professional ethics and practices are absolutely vital to the protection of the health, safety, and welfare of the public. This training will prevent cosmetologists from harming the public by providing services (especially chemical services) or products to clients that are unethical. For example, a cosmetologist using more chemicals on a client than allowable (based on prior treatments or an unrealistic outcome), just to make money while disregarding the clients health & safety.

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training/education is the best and most effective way to teach this backed by practical experience to reinforce daily habits.

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

yes, 100

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the laws and regulations are the foundation of which professionals must operate in order to protect the public's health, safety, and welfare in the industry.

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training is the best route to build the habits, understanding, and skills needed to comply with the laws and regulations established by the state. Theory is a good way to teach students about the laws and regulations while practical repetitions allow the good habits to build into standard operating procedure for the future professional.

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

100

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic is vital to understanding how to maintain proper practices to protect the health, safety, and welfare of the public. The profession requires heavy human-to-human contact and professionals must be extremely knowledgeable of the potential risks of passing bacteria between persons, especially on the heels of a global pandemic.

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, theory concepts will build a foundation for understanding while practical training will reinforce the skills and habits needed to protect the consumer from harmful bacterias.

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this piggybacks on the last topic, bacteriology. These are all related and are important topics for cosmetologists to know. Again, with a high human-to-human contact profession, it is important to understand the science behind how to keep the public health, safety, and welfare protected from unnecessary risk exposure due to ignorance (i.e. lack of training).

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, theory concepts teach this topic well as long as reinforced through practical training to reinforce the skills and knowledge of the topic.

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

included in prior answer as sub-topic (i.e. 100 hours bacteriology should include this topic)

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, absolutely. This build off the past two topics, before students can understand how to control infections, they must understand what the infections they are controlling are and how they operate. This is the foundation, the basis, to protecting the public's health, safety, and welfare interest. With the recent pandemic, this topic could not be emphasized enough. Using this as a case study - the public was informed on how the COVID 19 virus operates (equivalent to bacteriology and micro-organisms) and how to prevent the spread of the virus (infection control, disinfection, sterilization).

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this topic is best delivered through theory to understand the concepts then applied through rigorous (daily) practical training will build the skills and habits to carry this into their professional careers.

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

100

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, OSHA is established to keep the employee and public's health, safety, and welfare interests protected

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, students should possess a basic understanding of the Occupational Health and Safety guidelines standard to all workplaces.

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the topic itself includes the word "SAFETY" and the purpose of SDS sheets is to provide guidance on how to respond to potential situations that arise that potentially harm the public.

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, SDS sheets need to be trained on to comprehend how to use them, when to use them, and ultimately how to keep the public safe.

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this builds off the SDS sheets. Understanding the chemical makeup of products is extremely important for the cosmetologist to know when consulting and providing the safest service possible to the client. Certain clients may have allergies to certain chemicals or have previously treated hair - so the professional must know the cosmetic chemistry makeup of the products use in order to protect the health & safety of consumers. The typical consumers certainly do not know the cosmetic chemistry of the products used in a professional salon, however the professional should (which is why they are called professionals).

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, it is best delivered via training to build comprehension of the foundational concepts behind cosmetic chemistry.

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this piggybacks off the last topic. It is important for the cosmetologist to understand the products being used on the public and what chemicals/ingredients are inside said products to protect the health, safety, and welfare of the public. This knowledge, coupled with effective consultations, will prevent potential consumer reactions to products. Again, the consumer will know what they are allergic to, while the cosmetologists should know what products contain this harmful ingredient (and therefore which products to avoid / use).

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, students must be trained on this before servicing the public in any capacity.

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex. "5")

10

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, nutrition has a direct effect on one's health and welfare and therefore is important to be taught to cosmetologists.

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training/education is the best way to teach one about proper nutrition and the effects on the health & welfare of oneself and one's clients.

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, cosmetologists are equipped to service practically the entire human body (head, neck, face, hands, feet, legs, arms, etc.) through hair, nail, and skincare services. It is important to understand the basic anatomy and physiology functions of the body and how they relate to performing services in order to protect the consumer's health, safety, and welfare interests.

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, A&P is a difficult subject matter to understand and there are many levels of comprehension. Cosmetologists (as opposed to Doctors, for example) are gaining only a very basic knowledge and understanding of how the human body works. Training provides multiple avenues for comprehension of this topic as it relates to the profession.

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the skin is the largest human organ and the profession requires high skin-to-skin contact between cosmetologist and client. Understanding the skin structure and function is vital for cosmetologists to understand (especially when conducting nails, facials, waxing, or scalp related services) so they can ensure services provided keep the consumers skin healthy, safe, and free of harm. Additionally, cosmetologists provide guidance and advice to their clients that extends far behind their salon visit, i.e. influencing the clients daily at-home beauty & wellness routines - so being able to understand how the largest organ functions allows the cosmetologist to provide advice to clients on how to keep this organ healthy long-term.

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level.

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

40

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this is very important to teach students about all skin types (and hair types for that matter) in order to ensure cosmetologists can serve all people and not just a specific demographic of people. This leads into protecting the diversity, equity, and inclusion of all Virginia citizens within the industry - a MAJOR welfare harm that will be avoided through this type of training.

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level. Again, most students learn by doing. It is well documented that theory lectures only provide around a 10% comprehension of the topic, while actually performing on the subject yields a much higher student comprehension.

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

15

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this piggybacks off the prior related topics. Cosmetologists must first understand how the skin works before being able to diagnose potential skin conditions. Cosmetologists are equipped to service practically the entire human body, with skin being the largest organ. Cosmetologists need to know of any client skin conditions so they can service them safely and free of any potential harm. This also builds off the cosmetic chemistry related topics - understanding what ingredients may aggravate certain skin conditions. Cosmetologists can identify other potential health issues on a client (and refer them to seek medical professionals) through an understanding of skin conditions.

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level.

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

15

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this is extremely important for cosmetologists to understand as they spend the majority of their time with skin contact on the clients skin and scalp. In order to protect the client's health and safety, and the health & safety of the cosmetologists future clients, it is vital for the professional to understand the diseases and disorders of the skin and scalp so they can help treat them, refer the client to seek medical help, and prevent the spread of disease from one client to another (i.e. lice outbreak).

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level.

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, personal hygiene has a direct effect on one's health, safety, and welfare. When cosmetologists serve multiple clients a day - they are susceptible to being a transmission agent of disease from one client to another. Poor personal hygiene is not only offensive to one's welfare, but also makes one more susceptible to disease, illness, and for transferring bacteria from one person to another.

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level.

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, cosmetologist are licensed to conduct nail services. Nails carry many bacteria and potential diseases that can be spread between human contact, therefore it is vital for cosmetologist to fully understand nail theory, structure, and composition before performing nail services on clients in order to prevent the spread of disease.

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level.

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

100

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this builds the practical skills associated with performing nail services. For obvious reasons, cosmetologists (as licensed nail techs) need to know how to perform nail procedures properly in order to protect the client's health and safety.

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level that will keep the public safe.

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

50

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, cosmetologists as licensed nail techs should possess a basic understanding on how to use the tools/machinery necessary to perform certain services.

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training provides students the ability to learn the theory concepts while building the practical skills and habits needed to apply this knowledge at a base level.

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

5

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Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

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26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, absolutely - it is identified in the name itself "health screening" - Cosmetologists/estheticians work the entire human body and often times see areas of the body that medical professionals may not - so this topic equips the COS/EST professional to identify potential illness or disease and refer the client to seek medical attention - or to understand how to best apply a service given the clients health conditions (whether the client is aware or not of their ailments). This is a vital process that needs to be addressed before applying chemicals to the skin that may create adverse reactions.

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training is the best means to address this harm because students can learn the theory concepts of the topic while building the actual skills through real/mock client consultations (practical training) and screenings. The practicum builds the habits in the professional.

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

27. Skin Care - Skin Analysis and Consultation

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, before a COS/EST can perform any service on a client, they must be able to effectively perform a skin analysis and consultation in order to prevent any adverse chemical reactions to the skin/client. Clients seek the services of these professionals so they can help improve their overall welfare - in order to effectively do so, the professional must understand each individual client's needs, skin type, related medical history, and provide a health screening - all before any services or chemicals are applied to the clients skin. Without proper analysis or consultation, the professional will lack the necessary knowledge to keep the client healthy & safe from adverse chemical reactions.

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training/education is vital to understandig the concepts of this topic, followed by rigourous practical work (i.e. mock/real analysis & consultations) because there are so many different skin types, and each individual has their own personal health history and goals with the service- it is vital to build the practical experience of being able to problem solve, ask the right questions, identify potential risks, and build the skills necessary to serve the very diverse public of Virginia.

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

100

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic covers how to safely touch the client's skin while achieving the benefits of the service. Professionals again must understand that this process is not one size fits all and must be tailored to each individual client based on the health screening, analysis, and consultations. For example, if a client recently had a medical issue that requires very light touch, the professional needs to know that. First through the pre-service processes identified above (i.e. analysis, consult), then they must understand what is the best techniques to apply to the service the best protect the health and safety of the client and why, and then lastly must understand how to actually perform the process.

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training builds the theory/ basic understanding of the topic, while the practicum builds the necessary base level foundation to be able to perform this topic safely to each individual client's personal needs (i.e. screening, analysis, consultation, etc.)

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

50

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, cleansing removes the bacteria and any potential diseases while also priming the skin to be worked on. This process typically requires some chemicals on the skin. Any time any product or chemical is applied to a client - it poses a health & safety risk to the client. Therefore it is vital to train future professionals on how to safely apply any product on a client. There are countless products in the market so it is important for the professional to be able to understand how to identify potentially harmful ingredients in products or know how certain ingredients may cause reactions to certain skin types or skin issues. All procedural trainings are vital to teach the future professional how to safely apply the service - that is the reason why there are published textbooks and regulations in place to ensure the health & safety of the public through proper procedures.

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, This is vital to understand the theory behind cleansing procedures while also building the practical skills associated with applying any procedures. Repetition builds proficiency.

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic covers the application of masks on the skin (especially face), which are products with chemical ingredients that clients can easily have adverse reactions to if done so incorrectly. Given the very diverse demographic in the Commonwealth, it is extremely important to train professionals on the products used in the profession and how they relate to various skin types, skin diseases, and other important details that will keep the public healthy, safe, and protected from misuse of chemical products on the skin.

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same theme of teaching the theory matched with repetitive practical work to build the actual skills towards proficiency.

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

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31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, extraction techniques are processes that require chemicals, skin-to-skin contact, and tools - all of which if not performed properly will present a major health, safety, and welfare risk to the public. The same theme applies here to any time the public is being serviced by licensed professionals, there is a burden of responsibility that lie on the professional to be knowledgeable and proficient in the services being provided. The expectation the public has when seeking licensed professional help is that they will be protected from potential health, safety, and welfare risk when receiving any and all services. So any service covered in the scope of practice, as defined by Virginia law, should require a level of training/education in order to protect the public. This will apply for any topics that directly correlate to a service, or as part of a service.

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, same answer as previous.

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the use of machines, equipment, and electricity must be trained on in order to protect the health, safety and welfare of the public. if machines, tools, or electricity is mis-used by a professional, this can potentially cause major harm to the public.

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, understanding the mechanics, parts, components that make the equipment, tools and the electrical makeup of said equipment/tools is vital to understand how these things work, how to use them properly to keep the public safe, and students must practice using these tools and equipment, with electricity to build proper proficiency to ensure public safety.

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the answer to this question can be retrieved from the other service based practical applications, i.e. masks. Any time the professional is expected to provide skin-to-skin touch (manual facials) and treatments that have varying ingredients/chemicals - it is vital for the licensed professional to be knowledgeable and proficient in the services being provided.

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same theme - the theory is a good basis, but for topics like this that are very heavy on practicum, repetition is required to build the necessary proficiency to protect the public. The boards approach in the past requiring a certain number of performances for services supports this notion.

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: 5)

25

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this builds off the last two topics - the use of machines / electrical facials and treatments is a practical service being provided by the public and therefore the burden of responsibility to keep the public safe during these procedures, that are using machines and electricity on peoples faces (most sensitive skin) and chemicals - it is absolutely vital that professionals possess the knowledge and skills to keep the public safe. The misuse of machines, electrical equipment and chemicals can lead to very adverse reactions on the client, which may severely harm them.

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as the prior answers.

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, it is stated in the title "safety measures" - so clearly this should be included. General procedures is vague, however students/professionals must know how to follow general procedures as a skillset so they can effectively apply proper procedures in the future (as they change or new ones arise with new products, etc.)

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before. Skills that are expected to be replicated consistently in order to keep the welfare safe need repetition.

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, improper set-up or use of the wrong supplies or implements can lead to a potential harm to the public. Proper setup means proper preparation which will lead to greater success throughout the service. Improper setup means poor preparation which leads to poor performance - which presents a potential harm to the public when dealing with skin, tools, equipment, and chemicals on the skin. Using the wrong tools can lead to compromising the clients health and safety.

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before. Actually performing these concepts leads to consistent repetition towards meetings the expected standard.

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: 5)

15

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, understanding makeup color theory is important to be able to serve the equity, inclusion, and diversity initiatives taken by the state to ensure every Virginia citizen is protected. A lack of knowledge in this topic may lead professionals to only feeling comfortable to service clients of their own skin tone because that is all they know - which is a major potential harm to the welfare of the commonwealth.

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, color theory is an important concept and varies from hair color to makeup color. Same logic as prior answers.

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic deals with putting products, which contain chemicals, on clients skin and therefore the professional must understand the clients medical history, needs, skin type, and any potential reactions BEFORE applying the makeup in order to keep the public safe. Allergic reactions are very common with certain skin types and certain chemicals in makeup. Proper and effective consultations dramatically cut down on the mis-used of makeup that will lead to adverse reactions by the client.

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers. Diversity is important in this topic.

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, any time there is an application related to a service, the licensed professional should be trained and proficient enough to keep the public safety, health, and welfare protected. This topic can be included in the prior makeup category - as far as logic related to skin and chemicals and the welfare associated with diversity, equity, and inclusion.

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same logic and reasoning as prior answer.

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic & reasoning as prior answer.

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, these applications typically require some type of adhesive, which is made of chemical agents. Considering how close to the eye the false lashes and lash extensions services are, this topic is extremely important to ensure that the professional does not harm a clients eyes or eyesight due to a lack of proficiency, experience, and/or knowledge. Additionally, the adhesives used in these processes can cause adverse reactions to clients skin (or eyes if applied improperly), while poor applications can also irritate the client's eyes.

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, again building off the last topic - chemicals being used on the skin, close to the eyeball, and using permanent dye on the face - are all important facets to this topic that must be trained properly in order to protect the health, safety, and welfare of the public. Again, improper application can lead to adverse health reactions for the client. Certain topics like skin analysis and consultation also feed into these specific practical applications.

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic and reasoning used in prior answers.

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same concept as before - using chemicals on the skin/lashes and working close to the eyes requires a specific skillset that must be taught & trained in order to keep the public health, safety, and welfare protected. Just like chemical perming for the hair, the lash perming can cause damage to the client's health, safety, and welfare if performed improperly.

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

15

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic requires the use of chemicals on the skin/hair and if applied (or processed) incorrectly, the client can have adverse health reactions.

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

10

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, again this topic as the word "safety" in it - so clearly it is necessary to teach in order to protect the health, SAFETY, and welfare of the public. The same logic & reasoning applied to the last General Procedures and Safety Measures topic can be applied to this one.

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

10

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, these treatments again are applying various chemicals to the skin, the largest human organ, and require effective knowledge and skill in order to keep the public health, safety, and welfare protected. Same logic being applied to this topic with chemical reactions on the skin - and having a profound understanding and skillset needed to safely apply body treatments. Again, analysis and consultation are vital first-steps to ensuring safety from the onset.

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this logic can be included in the last answer, however additional hours needed to train the necessary comprehension and skill needed to perform safely.

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

48. Body and Other Treatments - Body Masks

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, building off the prior topic but needs additional hours.

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before.

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

15

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, building off the last topic, but requires additional hours.

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

15

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this can be included with prior related topics, including the hours.

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic applied to prior answers.

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

included in prior hours

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, again "SAFETY" is in the topic title. Please apply the same logic used in the other topics that have "General Procedures and Safety Measures"

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic applied to prior answers.

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

15

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[REDACTED]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, if hair removal is performed improperly, skin can also be removed along with the hair, creating lesions or having other negative, adverse health effects for the client.

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, the same logic & reasoning I have applied to prior topics will apply for this topic and any topic in which I state - "yes". If the state is placing the burden of responsibility on the licensed professional to protect the health, safety, and welfare of the public - then the state also has to provide the professional ample opportunity to effectively learn these concepts. The best training methods for teaching all these concepts is: theory instruction followed by demonstrations, student practical education, then repetitive practical applications that will build the skills, habits, and ability to CONSISTENTLY perform these services safely.

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

125 hours - all waxing / hair removal

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, included in prior topic. All things related to waxing present need to be taught in order to protect the health, safety, and welfare of the public.

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, see prior answers.

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

yes, included in prior answer

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic piggybacks on the waxing topic - tweezing is typically part of the waxing service and the professional must be trained on how to properly perform the entire hair removal service.

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes,

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

included in prior hours

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic is included in the prior answers Chemical hair removal is using chemicals on the human skin and improper use can result in harming the public

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, same logic as prior answers

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

included in prior hours

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, included in prior topics. Improper applications can result in harming the public.

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, see prior answers

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours ex: "5")

Included in prior hours for hair removal

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, included in prior topics. I have also made notes on the "General Procedures and Safety Measures" requirement for different topics. Again, the word "safety" is included in the topic heading, clearly indicating the need to teach this to protect public safety.

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, see prior answers

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

included in prior hours

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, lice detection often occurs during this process and improper training in this topic can lead to lice outbreaks that could have normally been prevented. Furthermore, shampooing and rinsing are often required steps in any chemical application processes (i.e. highlighting, relaxers, perming) and proper knowledge, skill, and ability are required in order to keep the public safe during these chemical related processes. Additionally, the application of scalp treatments is often used to repair damaged hair or skin (on the scalp) and must be done so with care in order to heal and not harm the client's hair / skin.

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

50

59. Hair - Shampooing, Rinsing, and Scalp Analysis - Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same concept in the last answer. The manipulations are very important to understand when dealing with various clients, anywhere from children to elderly, and understanding the client's prior medical history when knowing how to adapt the manipulations, treatments, or procedures to meet the individual client's needs while protecting their health and safety.

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic.

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

included in prior hours of same over-arching topic

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic not only builds the necessary dexterity for stylists, but it equips them with the necessary skills, abilities, and knowledge to perform services proficiently to ALL demographics. The WELFARE of the public is not as easily measured as the health and safety components of certain topics. I cannot stress enough the importance of teaching all different hair types and being able to perform all services offered to the public proficiently to protect public welfare. Equity, inclusion, and diversity are major components to protecting public welfare. The inability of a LICENSED PROFESSIONAL to perform a service they offer to the public presents a welfare harm. The public relies on and trusts licensed professionals to be able to serve them.

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before.

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

75

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the answer for the prior topic can be applied to this topic as well.

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior answers.

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

75

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same logic as prior topics. Additionally, the use of heated tools near the face/skin presents a clear health & safety risk. Improper use can result in burns or electrical fires.

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

125

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same logic as prior related topics re: equity, inclusion, and diversity related to public welfare. Furthermore, the public expectation is that licensed professionals possess the knowledge, skill, and ability to use materials and equipment safely, and to be proficient in performing fundamental styling services/concepts. The public welfare component includes protecting the stature of the licensed professional in society.

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic applied to all yes answers.

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, haircutting requires the use of tools, whether shears, clippers or some other means. The use of sharp and/or electrical tools near the face and close to / on the skin can present a clear health and safety danger to the public (i.e. ears being cut off, lesions on the skin that become infected, or sharp objects near arteries). Additionally, the welfare protection presented in the prior arguments is very present in this topic. Understanding the different hair textures and how to cut them is vital to building the required equity, inclusion, and diversity practices required of society today. Lastly, it is vital to protect the welfare by building basic proficiency in licensed professionals for all services they are legally allowed to perform.

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, same logic as prior.

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

350

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this is very important topic. Improper analysis, application, knowledge, skill, or proficiency can cause a client great harm. In order to perform any service to the maximum safety and health standards for the public - the professional must perform a thorough analysis and consultation with the client to understand their individual needs, situation, goals, and history in order to protect the client's health and safety. For example, over-processing hair can result in hair loss. The professional must be able to analyze the hair and determine if past chemicals were used, what chemicals to use in the current service specific to the client's hair type and history, etc.

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes same logic as prior.

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

350 for all permanent waving & chemical services related topics

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same concepts as before. Anything related to perming or relaxing must be taught in order to ensure proper health & safety during these high-risk services.

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before.

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Included in prior hours

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same logic as answers related to perms & relaxers. The actual procedure and practical applications provide a lot of room for error, which if performed improperly, can cause great harm to the public.

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as all answers.

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

hours included in prior over-arching topic

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, builds off the prior topics, These concepts build the knowledge of the WHY behind the services. The professional must understand the chemistry of the chemical products used on the clients in order to best apply them safely (and educate the clients).

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before.

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

hours included in overarching topic

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic, alike the perming & relaxing concepts, applies chemicals directly to the hair./scalp. Improper knowledge, skill, ability, and proficiency can lead to extreme hair damage, loss, or adverse reactions. The public health and safety is at direct risk of harm if hair color or bleach is improperly applied to a client.

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as before.

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

250 hours for all hair coloring & bleaching concepts.

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same logic as prior concepts - the professional must be taught of the entire service, including the theory concepts (i.e. chemistry makeup of chemicals being used), consultation & analysis, applications, supplies, tools, and equipment used, and aftercare (products & retailing) in order to provide a full-service to the client that will lead to healthy hair, skin and life for the client. Again, the welfare component can be applied to all services the licensed professional offers to the public, as defined by the cosmetologist scope of practice in Virginia Law. The burden is on the state and the professional to ensure proficiency in these areas to protect public welfare and the stature of licensed professionals.

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior.

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

hours included in prior answer.

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this concept piggybacks on the prior answers. Base proficiency in the procedures and practical applications is required to keep the public health and safety protected. Improper procedure or practical application can cause a great health & safety risk to the public (ie.. over-processing resulting in hair loss).

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior.

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

hours included in over-arching topic.

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, this topic is important to teach for protecting public welfare, especially as it relates to protecting the equity, inclusion, and diversity of the public. The public seeks the help from licensed professionals to aid in wigs, hair pieces, and related concepts - the licensed professional should be equipped with the knowledge, skills, and abilities to provide this service to the public. The inability to do so presents a harm to the public's welfare and the stature of the licensed professionals.

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic as prior.

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, same logic as prior answer. The procedures builds off the theory and presents the same risks as discussed in the last answer.

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same logic applied to all answers.

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

hours included in last topic.

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Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

[Redacted]

1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - rules around infection control, chemical safety and electrical safety clearly define requirements for implementing procedures that increase safety for licensee's and consumers.

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - Provides specific training to reduce risk of spreading pathogens - protects licensees and consumers

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - students need to know what is on a SDS in terms of chemical safety and information that may be needed in an emergency such as ingestion or eye contact.

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

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18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No- licensees should not be led to believe that they have enough training to "diagnose" - anything that looks unusual should be referred to a medical professional.

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No- Licensees should not be led to believe that they have enough training to "diagnose" diseases and disorders

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - nail structure - important to know when doing a service would further damage a nail

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - proper procedure with safety applications is important to reducing risk of injury to consumers

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Y

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

20

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - improper use of a drill would risk injury to consumers

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

4

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Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

[Redacted]

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes - determine where allergies or contraindications may be present in advance of a service. This should be done only through closed questions - nothing open ended.

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2 - assume this could be tailored to a few closed ended questions

27. SKIN CARE - SKIN ANALYSIS AND CONSULTATION

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes - determine if services can be safely performed

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5-taught simultaneously with written assessment of skin

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

the "massage" movements used in facials

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes - picking appropriate product prevents burning or excessive drying of skin, infection control measures prevent potential infection or exacerbation of existing skin issues

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1 (this is part of the skin assessment)

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No- the specific product types should have been determined through previous assessment. Product labels should always be followed.

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no - product labels give safety precautions for each specific product

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes - identification of what can and cannot be safely extracted and infection control measures to insure that infection risk is reduced

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes - equipment and machines improperly used could result in anything from burns to electrical shock. That said, it is not necessary for them to know HOW electricity is made, but how to safely use electrical equipment

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No - some of the training for common equipment can be done in school, but each piece of equipment or machine is unique and should have it's own specific training or manuals.

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5 for common machines and applications

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

it would depend on the type of treatments... for a basic facial no... for a facial that uses any type of chemical yes

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no- each facial product comes with specific instructions for safe use - those should always be followed

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - licensee must know how to use these machines properly to avoid injury

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes and no - I believe this would fall into a previous category about machines and I also think each unique machine must be learned and that is best done through manufacturer

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This is too vague to comment on ... obviously safety is important, but what specifically are we talking about?

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - only safety regarding portioning out makeup

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes- Chemicals, adhesives and sharp objects near someone's eyeballs... all kinds of risk, and eyes are not very forgiving

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes- chemicals near the eyes... lots of risks

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes- Chemicals and implements near the eyes... again, bad idea

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No - when products made for this are used and manufacturer's instructions followed... such as patch tests

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Topic is too vague to assess

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No- when manufacturers guidelines are followed including contraindications.

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No- cos should be following application rules and contraindications per manufacturer. Although there is technique to be learned it is not specific to safety

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

48. Body and Other Treatments - Body Masks

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No - manufacturer instructions and contraindications - these products are all so different and are made with the lowest risk to consumer to protect the manufacturer

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No- Follow manufacturer instructions and contraindications

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Too Vague... Assuming that all of these similar categories include infection control, chemical and electrical safety in general, I will give an hours number here. However, this general safety education would be taught to everyone at the beginning, not separately in each individual license program

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[Redacted]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Very unsure on the actual topic on this one... if it is a comparison of hair removal techniques, then yes, they would avoid potential injury by knowing the various methods and which ones are contraindicated

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes and no... most salons and school only offer one type of wax so there is no choice. That said, there may a risk prevented by educating someone that other options exist for unique situations.

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

y

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - technique to prevent ingrown hairs and reduce follicle irritation , also infection contol

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Y

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes and no... these chemicals are manufactured to be safe for this purpose. That said, there may be customers for whom these products are contraindicated... you need to know who they are so you don't burn them

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Require adherence to manufacturers directions and contraindications

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0 in chemical safety they need to be instructed to thoroughly read every label and follow instructions implicitly - no way there can be training that covers every single product

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Not sure what you mean here... previous sections on wax, tweezers and chemical...

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Again, way too vague. If this is general infection control, chemical safety and electrical safety... this should be taught to everyone, regardless of license type and would take about 25-30 hours in classroom and then application of concepts (technique) practice

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No - even with scalp treatments - manufacturers labels are thorough and should be followed

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

59. Hair - Shampooing, Rinsing, and Scalp Analysis - Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes - scalp analysis for open wounds, sores or signs of infection, cancer - this simple technique could save many lives

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2 - I do NOT want cosmetologists diagnosing people... I do want them to make people aware of potential issues

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

NO.

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

62. Hair - Hair Styling - Head curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Minimal yes- on the outside chance someone doesn't understand how heat works and can burn someone

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - determining what chemicals are appropriate to avoid burns

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10 - However, manufacturer instructions and contraindications are VERY thorough and must be followed specific to the brand

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - proper chemicals must be used to prevent burns

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - proper application to avoid burns, what to do when a burn starts, etc... Again, manufacturers labels!!!!

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No: they don't need to know how it is made, but how it works and when it should not be used

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes- bleach /color application - manufacturers instructions should be followed for each brand. Knowing what to do if there is a reaction can reduce the risk of burn or allergic reaction

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes and fully adhering to manufacturers labels

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

5 - how to apply safely and what to do when a reaction occurs

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes - minimal training for wigs used with medical cases

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

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Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

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1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no
.....

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no, school policies should be information for the students to follow but should not have any health, safety, or welfare harm from this area of study.
.....

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0
.....

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no, salon management usually covers running the business but no training should be requires in this area to prevent any harm to the public.

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no, here again we are talking about running a business with none of the information relating to public safety or harm to the public.

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no
.....

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no, deals mainly with running your business. Numbers 2,3,4 and 5 could actually be grouped together.

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, students need to record clients info and maintain it for future visits. Students need to be aware of any contraindications that could affect the service.

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5 hours

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, this area is used only in orientation to help the students understand professionalism in not only their behavior, but also in their thinking .

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, as laws and regulations vary from state to state, it is important for students to have this knowledge and be able to apply it in their daily practice esp. in client safety measures.

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this information should make the students aware of the potential of spreading bacteria, germs, diseases for client safety. Numbers 9, 10, 11, 12, and 13th can be grouped together and taught at the same time.

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

35 hours

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

no

.....

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no, the average stylist does very little makeup applications and I see very little risk in jepordizeing the safety of the client. This area can be taught with question # 15

.....

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, teaching adults about nutrition should not have to be taught. There is no harm to clients to be taught here.

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, only the bones of face and head should be taught to cosmetologist and bones of the hands and feet to the nail technicians.

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, practitioners need to know what is healthy skin that can be worked on and that which should be referred to a doctor. Question 18, 19, 20 and 21 can be grouped together as a teaching unit.

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

.....

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

.....

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, although bad personal hygiene can be very offensive to clients and co-workers. This should be self taught but in no way could bring harm to the public.

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, one must first understand the composition of the nails in order to perform practical tasks on them. Technicians must know nial fungus, diseases and the correct and harmless way to performs these task. Numbers 23, 24, and 25 can be grouped together.

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

.....

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

.....

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

.....

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

.....

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

.....

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Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, many client's lives have been saved by practitioners who have suggested they see see a doctor because of a skin spot, mole, etc.

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, practitioners should have the knowledge to alert a client of a skin condition that could be serious or even fatal.

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

27. Skin Care - Skin Analysis and Consultation

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, recognizing skin conditions during analysis is most important.

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, massage or manipulation must be done correctly to enhance the skin. If done improperly, skin damage can occur.

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

.....

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, there is no harm or damage that occurs during cleansing

.....

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, the mask should be chosen by the skin type.

.....

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowing mask types for skin types is most important and contraindications that should be noted.

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

3

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, scarring can occur

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowing the correct instruments to use is most important

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, only harm that can come would be in not knowing the proper use of each.

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, without knowledge of correct procedures this could be useless

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowing what to use and how to use it is the key in client safety

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, for client safety knowledge of products, machinery and how to use them.

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training on machines, especially using electricity on the face can cause serious problems

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, general procedures and safety measures should be covered but no clients harm should come from this material.

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, product knowledge, tools and set up for application should be covered but there is no client harm here.

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, although this is necessary knowledge to learn in the industry no client harm is evident.

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, there should not be any client harm from consultation.

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, using unclean implements could be harmful

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, learning correct safety measures will help in client protection.

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This goes along with the previous topic.

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, can cause eye injury

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, working that closely to the eyes with any type of chemical can be harmful

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Goes along with the previous topic

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

I do not know what this is???

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, can cause skin problems if not done correctly

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, skin types vary as do the products used for lightening and contraindications should be discussed.

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

2

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

All of this info should have been covered in the previous sections.

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Should be covered in the next three sections.

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, there should be no harm to client

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No,, wraps should bring no harm to clients.

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

48. Body and Other Treatments - Body Mass

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, skin analysis and consultation should be the key to safety.

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, being that different products could be used, talking with clients and ruling out any contraindications should keep this procedure safe

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

This should go along with 48

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, unless clients have allergy to aroma, there should be no harm.

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, no harm should come from this service.

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, could cause harm to client

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, with proper training the client can stay safe

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

3

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

.....

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

.....

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, client safety is knowledge of knowing your product.

.....

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.....

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Goes along with 52.1,2,3

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, correct procedure is important to know for client safety.

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowing how to do this procedure correctly results in no harm to the client.

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, some of these products can be very strong

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, skin sensitivity on clients can cause harm to skin if the wrong product is used.

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

I do not know anything about mechanical hair removal.

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, knowing how to do procedures correctly and following the safety measures ensures no harm to the public. the s'

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, learning how to analyse can bring no harm to the public.

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

59. Hair - Shampooing, Rinsing, and Scalp Analysis - Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, using correct water temperature is important.

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, learning the correct procedures can lead to less harm.

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,,

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, these styling techniques should bring no harm.

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Can be combined with 60.1,2,3

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

62. Hair - Hair Styling - Flat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, scalp and hair can be damaged

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, knowing how to safely use thermal instruments is of utmost important.

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, with theory knowledge there should be no harm to client

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, no harm from knowing the safe procedures

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, training in the actual process is where harm can happen

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, there should be no harm to the client from knowing you products and equipment.

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, harm can come to client with training

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, it is very important to know what product and the correct way to apply it.

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, important to know the chemistry of the products but this is theory knowledge only

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, it is very important to have knowledge of your product before application.

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, this can help prevent harm to client

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Goes along with 69.1,2,3

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, hair breakage, hair loss and scalp injury can occur

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, with knowledge and training there will be less chance of harm to the client

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

6

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, no harm can come from theory knowledge

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No,

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No, clients should remain safe from wig procedures

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

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1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, If the information for the clients is not accurate it can lead to the client being harmed by services performed.

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, training accomplishes addressing the public safety aspect in the least number of hours.

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, there needs to be oversight and training to the staff, so that services and procedures are performed safely.

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, there needs to be personal interaction to accomplish this training, so that services and procedures are performed safely

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, personal interaction & practice

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

10

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, if the student becomes an owner. they are responsible for filing the taxes for the employees or it will create a hardship for the employees tax liability.

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, provides information and awareness.

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, financial ruin

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

3

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, exposure of personal information to the general public.

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Safe employee & public relations

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Client safety

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Client safety

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes,

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client safety

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, Yes, client & staff safety

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

0

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

5

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

1

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

1

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

10

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

40

25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

Yes, client & staff safety

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Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

[Redacted]

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

27. Skin Care - Skin Analysis and Consultation

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

2

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

NO

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

2

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

1

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

48. Body and Other Treatments - Body Mass

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

2

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

2

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

2

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[Redacted]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

1

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

59. Hair - Shampooing, Rinsing, and Scalp Analysis Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

50

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

10

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

5

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, client & staff safety

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, client & staff safety

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

50

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

2

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Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

Regulatory Advisory Panel Assignment #1 - Cosmetology General Courses and Nail Care

Email *

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1. Orientation - School Policies

1.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, student safety and welfare. Orientation is necessary so the student will understand the policies and procedures necessary for implementation of state mandated curriculum, clock hours, assignment and performance submissions, and weather related closures

1.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Online videoconference training is the least restrictive.

1.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

2. Orientation - Salon Management

2.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to help ensure the welfare of the newly licensed student who may not be aware of the differences in legal salon management

2.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

2.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

3. Orientation - Sales, Inventory, and Retailing

3.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, only to ensure that the licensee understands that basic inventory management is necessary to ensure proper supplies are necessary to safely perform services without risky product substitutions

3.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

3.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

4. Orientation - Taxes and Payroll

4.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, (welfare)to ensure that the licensee has a very minimal and basic understanding of the different types of employment, such as direct employees versus contract labor.

4.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

4.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

5. Orientation - Insurance

5.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to ensure that students understand the different types of insurance

5.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

5.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

3

6. Orientation - Client Records and Confidentiality

6.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, contraindications for services, safe keeping of client's information

6.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

6.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

7. Orientation - Professional Ethics and Practices

7.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, although I do not believe that Ethics can be taught, but safe practices can be taught

7.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

7.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

3

8. Laws and Regulations

8.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, future licensees need to know their scope and who makes the laws that affect them as licensees

8.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

8.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

9. General Sciences - Bacteriology

9.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, people can lose limbs or die from pathogenic bacteria. But I believe training needs to be more on prevention and disinfection, not on describing the appearance of bacteria as seen under a microscope.

9.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

9.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

10. General Sciences - Microorganisms

10.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to explain the future licensee's responsibility to ensure proper sanitation to prevent community spread

10.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

10.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

11. General Sciences - Infection Control, Disinfection, Sterilization

11.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, as part of the entire subject of infection control including the pathogenic organisms from the previous questions

11.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

11.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

12. General Sciences - Occupational Safety and Health Administration (OSHA) Requirements

12.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, the storage of chemicals and the understanding of the SDS

12.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

12.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

.5

13. General Sciences - Safety Data Sheets (SDS)

13.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to protect themselves as well as the public, especially in case of an emergency

13.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

13.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

14. General Sciences - Cosmetic Chemistry

14.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, a basic understanding of how chemical mixture work and how they should and should not be mixed

14.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

14.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

6

15. General Sciences - Products and Ingredients

15.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, health, safety and welfare because there are powerful products and ingredients available that a manufacturer may use vague language when describing proper use.

15.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

15.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

16. General Sciences - Nutrition

16.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, very basic instruction on basic nutrition to help students understand the demands of the industry on the body and proper nutrition for their health

16.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

16.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

17. General Sciences - Anatomy and Physiology

17.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, basic understanding of the body parts pertaining to their industry is necessary to ensure that the public is not harmed during a service.

17.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

17.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

21

18. General Sciences - Skin Structure and Function

18.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, to recognize basic function of the skin and its structures

18.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

18.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

5

19. General Sciences - Skin Types

19.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, necessary to recognize what is the appearance and reactivity of each skin type

19.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

19.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

4

20. General Sciences - Skin Conditions

20.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to understand which skin conditions can be beautified and how best to safely service the client

20.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

20.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

5

21. General Sciences - Diseases and Disorders of the Skin and Scalp

21.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes to understand which diseases and disorders can be worked with in a safe manner, or refuse service or refer to a Doctor.

21.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

21.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

8

22. General Sciences - Personal Hygiene

22.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes but only as part of a very basic description on keeping their body clean to prevent pathogen spread

22.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

22.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

23. Manicuring and Pedicuring - Nail Theory and Nail Structure and Composition

23.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, students need a basic understanding of the structure so that they can prevent harm while performing the service

23.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

23.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

25

24. Manicuring and Pedicuring - Nail Procedures (manicuring, pedicuring, and nail extensions)

24.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, to understand the structure, processes and tools necessary to prevent harm to the client

24.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

24.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

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25. Manicuring and Pedicuring - Electric Filing

25.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes to prevent injury to the client

25.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

25.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

20

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Regulatory Advisory Panel Assignment #2 - Cosmetology Skin Courses

Email *

[REDACTED]

26. Skin Care - Health Screening

In Virginia, Cosmetologists can perform the full scope of practice of an esthetician. This assignment will focus on the skin (esthetics) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

26.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

I recommend that a hair only license be introduced to the General Assembly as the least restrictive path to attaining a cosmetology license. Or if the full scope must continue to be part of the Cosmetology license, then I recommend only allowing Esthetic services to be performed on the face, not below the C7 vertebrae, manual facials only, no body treatments, nor body waxing. This action would significantly reduce the number of required cosmetology hours. Most Cosmetologists that I know did not even receive the bare minimum number of esthetic hours required while in Cosmetology school. I know of several, that although they are technically licensed, enrolled in an Esthetics school because they were not taught esthetics in cosmetology school.

Yes, if a client is contraindicated with diabetes or heart conditions, it is important to screen them for Esthetic services such as waxing, vigorous massage et al.

26.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, it cannot be presumed they will learn this on the job.

26.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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27. Skin Care - Skin Analysis and Consultation

27.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, its important to understand what skincare, medication (and lifestyle) the client uses and how the the requested service will affect them. If a Cosmetologist is to perform facials, then they will need to study skin analysis to understand what was the type of skin the client was born with. I understand this is about minimum competency. Student's have to be given the time to develop enough of a conversational style that will ensure that they can provide an adequate consultation. If the stake holders want an employee that can sell retail, then students must comfortable enough with their skill set to be able to speak to the client. So minimum competency means a little more here than one might presume.

27.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, it cannot be presumed that this will be taught on the job

27.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

17

28. Skin Care - Effleurage and related movements and manipulations

28.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, massaging soft tissue is not without harm if the client is contraindicated All massage movements must be explained for their actions and affects Students need to build sufficient strength and control in order to work safely on the face and neck

28.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

28.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

30

29. Skin Care - Cleansings procedures

29.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, safely working around the client's eyes is important

29.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, students don't automatically know the correct technique and pressure.

29.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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30. Skin Care - Masks

30.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, there are some very active ingredients in skincare with can positively or negatively affect someone skin. Also some masks can harden and trigger claustrophobia in some clients

30.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, the opportunity to work with different masks and people under supervision can instill knowledge

30.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

8

31. Skin Care - Extraction Techniques

31.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, improper technique can result is scarring, worsening of the skin's condition and even sepsis.

31.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, guidance from the instructor is important to ensure technique and pressure is adequate

31.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

32. Skin Care - Machines, equipment and electricity

32.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, people can be harmed by electrical equipment. Working comfortably and safely requires practice and experience. Some of the electrodes are glass and most machines are corded. Literally the cords could lay across someones neck. There is new and emerging technology and it is important to ensure that enough time is built into the curriculum to prepare students of the future.

32.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, working with machines requires practice. We work with water, emollient products, and electricity, often in tight spaces.

32.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

25

33. Skin Care - Manual facials and treatments

33.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, people lay down and trust us with their hands on their face and neck

33.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, because it requires practice to perform a basic facial while working around the eyes, external carotoid artery and jugular vein.

33.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

35

34. Skin Care - Machine, electrical facials and treatments

34.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, clients and students can be injured by improper use and technique of electrical equipment, due to existing internal or external diseases or disorders

34.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, students must be guided and supervised so that they can acquire skill and knowledge

34.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

35

35. Skin Care - General procedures and safety measures

35.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, safety for the student and client in general. We work in often times confined spaces with electrical cords, water, slippery hands and can be exposed to body fluids. I believe that general procedures and safety measures should be included as part of every procedure. for example, how to safely set up your work station, how to sit ergonomically, how to avoid repetitive strain syndrome, infection control and so on.

35.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, guided practice and experience on differently shaped clients is necessary

35.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

36. Makeup - Setup, supplies and implements

36.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, but only as it pertains to safety and sanitation. Such as not having open containers, the perils of unsanitary bristle makeup brushes

36.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes because structure and safety must be taught in school so they can self regulate on the job

36.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

4

37. Makeup - Color Theory

37.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No

37.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

No

37.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

38. Makeup - Consultation

38.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to teach the student to look for contagious diseases on the face but this can be included in the health screening section

38.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

38.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

39. Makeup - General and special occasion application

39.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, as it pertains to safety and sanitation, such as double dipping. Also it is important to have general knowledge of makeup if someone is expected to retail the product.

39.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, but only to ensure that someone can some what comfortably and safely use pointed objects near someone's eye

39.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40. Makeup - Camouflage

40.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

No, only proper safety and sanitation makeup applications in general. Someone may try to cancel redness after a waxing or aggressive facial treatment. Safety and ingredient knowledge is relevant here, not so much as how to cover bruise or tattoo.

40.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

40.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

1

41. Makeup - Application of false lashes and lash extensions

41.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, it does take practice to work that close on someone's eye area without poking the eye, scratching the eye etc. Also, students need to be taught to screen for latex allergies when using false lashes. As for lash extensions, proper eye hygiene needs to be taught as well as the facts about traction alopecia and allergies to eyelash glue used for extensions. I don't think that lash extensions should be in the same category as false lashes. Lash extensions are much more dangerous.

41.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, false eyelashes (strips and tabs) are placed with a soluble glue but lash extensions are not easy to place and the glue used can glue someone's eye shut. So it does require supervised practice.

41.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: 5)

false eyelashes-1, eyelash extension 16

42. Makeup - Lash and brow tinting

42.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, chemical burns to the skin and eye

42.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, it takes practice to develop skill to safely paint these products on to eyelashes and brow. lash/brow tint is made for hair not skin. Social media is teaching people to slather these chemicals on the hair and skin for skin staining. Students must be taught the safe way

42.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

43. Makeup - Lash Perming

43.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, general product knowledge, chemistry and skill working around the eye is necessary to prevent too much pressure on the eyeball and how to protect the client's skin/hair

43.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, cosmetologist cover some of the theory about lash perm chemicals in permanent waving but it is much more detail oriented when working on the eye

43.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

6

44. Makeup - Lightening of the hair on the body except scalp

44.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, chemical burns of the skin or eyes are a concern.

44.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes because students don't know what they're looking for, or if this is taught on the job, clients may try to persuade them to perform a dangerous service

44.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

6

45. Makeup - General procedures and safety measures

45.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, to prevent the spread of disease and or injury of an eye. I believe that general procedures and safety measures can be included in every task

45.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, if standards are not taught in school they cannot be expected to improve on the job

45.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

2

46. Body and Other Treatments - Body Treatments

46.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, clients that are contraindicated with diabetes, high blood pressure, circulatory disorders and claustrophobia can be injured or triggered by body treatments. Actually this is an increasing service, so I believe that we want to ensure that it is not overlooked in the curriculum, especially if we are talking about body wraps or machine based body modalities.

46.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, it requires guidance and experience working on people since we are all abled differently. We don't want someone to fall off of the treatment table or faint from being wrapped too tightly or exposed to too high of a temperature.

46.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: 5)

20

47. Body and Other Treatments - Body Wraps

47.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Combine all body treatments

47.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

47.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

48. Body and Other Treatments - Body Masks

48.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

combine this into all body treatment

48.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

48.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

49. Body and Other Treatments - Body Scrubs

49.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

combine this into all body treatments

49.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

49.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

50. Body and Other Treatments - Aromatherapy

50.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, aromatherapy is not harmless. There is concern that some essential oils can trigger seizures and some are not safe for pregnant women according to several scientific studies

50.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes because so many skincare/bodycare products contain essential oils. Training should be a broad overview to heighten the awareness of contraindicated clients and not to classify someone as an aromatherapist cosmetologist

50.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

2

51. Body and Other Treatments - General procedures and safety measures

51.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes for all of the same reasons cited. Safety instruction should be built into each of the subsections under "body treatments"

51.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, because hopefully schools have an unbiased perspective, unlike an employer or product manufacturer or representative

51.3 - If yes, what is the least amount of hours to ensure the student can perform the service safely? (Answer in hours, ex: "5")

5

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[Redacted email address]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Limiting the scope by removing waxing would be the easiest way to reduce the hours. Or, limit waxing to the areas that can be waxed at the shampoo bowl, such as the face.

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, many factors are to be considered and taught when waxing. Skin condition, client health, type of hair to be removed and type of wax

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40 for hair removal

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, if a wax with high adhesion is used, there is the chance of skin tears. So having experience with the different types of wax is very important to minimize harm.

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, you need to see how skin reacts to literally having hair forcibly removed. You need enough practice to refine your technique to minimize skin lifting, tears or burns.

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, infection at worst and at best how to minimize broken and ingrown hairs

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, because words aren't enough, one needs to see the skin's reaction to removing multiple hairs via tweezing. Also there is skin prep pre and post to consider, which can be taught in during all forms of hair removal.

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

5

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, chemical hair removal products are usually very alkaline, (pH upwards of 12 on a scale of 14) which can burn and blister skin.

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes because this is not an innocent procedure.

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

5

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

I have never seen a mechanical hair removing device used in a salon or spa, these devices tend to be painful. But I suppose if this procedure is left in scope, then a safe way and contraindications should be taught. Improper use can lead to ingrown hairs, infection, and post inflammatory hyperpigmentation

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

1

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, infection, scarring, post inflammatory hyperpigmentation, skin adhesion tears

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, because if hair removal is left within skin then students will need to see the results of their actions and techniques. As mentioned earlier, general procedures and safety can be added to each type of hair removal

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

20

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, to minimize community spread of contagious skin diseases. The scalp is skin. As far as shampooing, basic product determination matters so the hair texture can be enhanced. I don't see public harm, except to get shampoo in someones eyes.

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, although we don't diagnose skin diseases and disorders, we do need to know enough to protect ourselves and prevent spread of communicable disease or pests.

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

59. Hair - Shampooing, Rinsing, and Scalp Analysis - Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to check for contraindications, to understand the cranial nerves and glands and affects upon the scalp skin,

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, one needs to learn how to use their hands while reaching over a shape bowl so as not to apply too much pressure. Please research "Beauty Parlor Stroke Syndrome" which is caused by hyperextending the neck.

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

60. Hair - Hair Styling - Finger weaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, hair breakage for pin curling

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

no

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, hair breakage from combing and brushing, too much tension on the roller can cause hair breakage too

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, although it sounds intuitive, its not so simple to comb out all hair types with pain or hair breakage

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

roller sets and combouts are time consuming 15

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes burns to the student and client.

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, cord management, heat control, hair types and textures

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, to educate the student on what tools a professional might be working with, usually pro tools are hotter and heavier than consumer products.

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, because once they are working they may only have access to one set of tools

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

40

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, although hair usually grows back, students need to learn to handle haircutting tools while working with mostly wet hands.

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, experience is necessary

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

75

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, chemical burns, hair breakage or scalp damage

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, these are serious chemicals that do not differentiate between the keratin bonds in hair or skin. Speed as a skill must be attained when working with relaxer especially so that you do not melt someone's hair off or burn their skin. Permanent wave solution can also cause the same undesirable results

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

50

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, becoming familiar with the different types of supplies that the licensee might encounter in the field is necessary. Often times a new hire is expected to perform services on their first day of employment. So it is wise to have a basic knowledge of what they might encounter to prevent harm or pain to client.

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes, same as above

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

10

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, improper technique can can hair breakage

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, technique must be taught and refined

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

75

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes, its important for the student to know that every day chemicals that they work with can injure clients and themselves

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, it is important for the students to know that professional chemicals can be stronger than drugstore hair chemicals

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

7

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, melting someone's hair off, burning their scalp, blindness

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, although color theory helps to ensure a desirable hair color is attained, we work with dangerous chemicals. If someone uses these hair chemicals on eyebrows there is the risk of blindness or at least eye discomfort.

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

25

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, to chose the least harmful chemical

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, because if they're not taught in school, then it will up to an employer and they risk dealing with injury for their customers

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

10

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, hair/scalp damage

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, multiple techniques must be taught so that the student can choose the safest technique. I doubt that stake holders want to deal with melted hair.

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

100

72. Hair - Wigs, Hair Pieces, and Related Theory Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, how to safely handle hair that clients bring in from an outside environment to prevent contamination and community spread of pathogens

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, although all supplies can be purchased online, often times the instructions or descriptions are inadequate

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

15

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

yes, hair breakage, damage caused by glue or other adhesives

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

yes, practice is necessary so that someone can utilize tapes and glues

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

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Regulatory Advisory Panel Assignment #3 - Cosmetology Hair and Hair Removal (waxing) Courses

Email *

[Redacted]

52. Hair Removal - Types of Hair Removal

In Virginia, Cosmetologists can perform the full scope of practice of a wax technician. This assignment will focus on the hair and hair removal (waxing) portions of the cosmetology curriculum. Also, please note that the numbering resumes from the previous survey.

52.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

52.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

52.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

53. Hair Removal - Wax Types

53.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

53.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

53.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

54. Hair Removal - Tweezing

54.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

54.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

54.3 - If yes, what is the least amount of hours to ensure the student can perform can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

55. Hair Removal - Chemical Hair Removal

55.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

55.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

55.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

56. Mechanical Hair Removal

56.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

56.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

56.3 - If yes, what is the least amount of hours to ensure the student is minimally competent in the service area? (Answer in hours, ex: "5")

Yes

57. Hair Removal - General Procedures and Safety Measures

57.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

57.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

57.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

58. Hair - Shampooing, Rinsing, and Scalp Treatments - Analysis

58.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

58.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

58.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

59. Hair - Shampooing, Rinsing, and Scalp Analysis Procedures, Manipulations, and Treatments

59.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

59.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

59.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

60. Hair - Hair Styling - Fingerwaving, molding, pin curling

60.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

60.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

60.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

61. - Hair - Hair Styling - Roller Curling, combing, and brushing

61.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

61.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

61.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

62. Hair - Hair Styling - Heat curling, waving, and pressing

62.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

62.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

62.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

63. Hair - Hair Styling - Fundamentals, materials, and equipment

63.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

63.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

63.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

64. Hair - Hair Cutting - Procedures

64.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

64.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

64.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

65. Hair - Permanent Waving and Chemical Relaxing - Analysis

65.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

65.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

65.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

66. Hair - Permanent Waving and Chemical Relaxing - Supplies and equipment

66.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

66.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

66.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

67. Hair - Permanent Waving and Chemical Relaxing - Procedures and practical applications

67.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

67.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

67.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

68. Hair - Permanent Waving and Chemical Relaxing - Chemistry

68.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

68.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

68.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

69. Hair - Hair Coloring and Bleaching - Analysis and basic color theory

69.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

69.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

69.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

Yes

70. Hair - Hair Coloring and Bleaching - Supplies and Equipment

70.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

70.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

70.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

Yes

71. Hair - Hair Coloring and Bleaching - Procedures and practical application

71.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

71.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

71.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology (including cosmetic treatments) services safely? (Answer in hours, ex: "5")

Yes

72. Hair - Wigs, Hair Pieces, and Related Theory - Types of Wigs and Hairpieces

72.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

72.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

72.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

73. Hair - Wigs, Hair Pieces, and Related Theory - Procedures

73.1 - Is there a specific health, safety, or welfare harm this will prevent? (Answer "Yes" or "No" and if yes, explain the harm)

Yes

73.2 - Is training the least restrictive means to address this harm? (Answer "Yes" or "No" and explain why)

Yes

73.3 - If yes, what is the least amount of hours to ensure the student can perform cosmetology services safely? (Answer in hours, ex: "5")

Yes

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TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: STEPHEN KIRSCHNER, EXECUTIVE DIRECTOR
SUBJECT: EXPIRED GRANDFATHERED LICENSES
DATE: JUNE 24, 2022

At the May 23, 2022 meeting, the Board received public comment regarding the difficulty of obtaining a new license for someone who obtained their license under grandfather provisions, primarily due to not meeting current training requirements. During New Business, the Board discussed the idea of allowing individuals who obtained a license by grandfathering to be eligible for a new license based on the original grandfathered license and five years of license experience.

While this discussion was primarily in the context of esthetician and master esthetician applications, staff regularly encounter similar experiences for those grandfathered into tattooing and body piercing licenses. As such, staff are bringing a recommendation to make this accommodation available in all the Board's regulations.

All of the Board's regulations contain a section on failing to renew a license. Each section states:

When a [practitioner] fails to renew his license within two years following the expiration date, reinstatement is no longer possible. To resume practice, the former licensee shall apply for licensure as a new applicant, shall meet all current application requirements, shall pass the board's current examination and shall receive a new license.

The staff recommendation would be to amend all the Board's regulations regarding failure to renew by adding to this language that "A practitioner who obtained his original license under a grandfathering provision is considered to meet current training requirements if he can demonstrate five years of licensed practice in the profession." The five years experience requirement matches the experience requirement the Board recently added to the Barber and Cosmetology regulations for those who do not have substantially equivalent training. The Board can adopt this change with a motion to "adopt the proposed regulatory change regarding expired grandfathered licenses."

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TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: STEPHEN KIRSCHNER, EXECUTIVE DIRECTOR
SUBJECT: FEE CHANGE
DATE: JULY 8, 2022

In 2016, the Board voted to create a two year fee reduction in order to bring the Board's budget in line with the Callahan Acts requirements. The Board extended this temporary fee reduction in 2018 and 2020, which is now set to expire on August 31, 2022.

The Department has determined that the Board is able to continue a temporary fee reduction for another two years, though at a different amount than the last several years. Attached you will find the Department's recommended fee reduction to cover the two year period of September 1, 2022 to August 31, 2024. The proposed fee allows the Board to maintain a nearly even revenue and expenditure balance, and actually lowers the license cost by \$5 below the current temporary reduction. The Board can approve the temporary fee reduction with a motion to "initiate a regulatory action to temporarily reduce the fees to the proposed amount for the period of September 1, 2022 to August 31, 2024."

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Board for Barbers and Cosmetology Analysis of Fee Structure and Financial Position

Fee Structure

<u>Fee Type</u>		<u>Current Fees</u>	<u>Proposal A</u>
Application	Cosmetologist	105	90
Application	Nail Tech	105	90
Application	Barber and Master Barber	105	90
Application	Wax Tech	105	90
Application	Tattoo	105	90
Application	Lmited Term Tattoo	105	90
Application	Perm. Cosm. Tattoo	105	90
Application	Master Perm Tattoo	105	90
Application	Body Piercers	105	90
Application	Body P. - Ear Only	105	90
Application	Esthetician	105	90
Application	Master Esthetician	105	90
License by Endorsement	Cosmetologist	105	90
License by Endorsement	Nail Tech	105	90
License by Endorsement	Barber and Master Barber	105	90
License by Endorsement	Wax Tech	105	90
License by Endorsement	Tattoo	105	90
License by Endorsement	Perm. Cosm. Tattoo	105	90
License by Endorsement	Master Perm Tattoo	105	90
License by Endorsement	Body Piercers	105	90
License by Endorsement	Body P. - Ear Only	105	90
License by Endorsement	Esthetician	105	90
License by Endorsement	Master Esthetician	105	90
Renewal	Cosmetologist	105	90
Renewal	Nail Tech	105	90
Renewal	Barber and Master Barber	105	90
Renewal	Wax Tech	105	90
Renewal	Tattoo	105	90
Renewal	Perm. Cosm. Tattoo	105	90
Renewal	Master Perm Tattoo	105	90
Renewal	Body Piercers	105	90
Renewal	Body P. - Ear Only	105	90
Renewal	Esthetician	105	90
Renewal	Master Esthetician	105	90
Reinstatement	Cosmetologist	105	90
Reinstatement	Nail Tech	105	90
Reinstatement	Barber and Master Barber	105	90
Reinstatement	Wax Tech	105	90
Reinstatement	Tattoo	105	90
Reinstatement	Perm. Cosm. Tattoo	105	90

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Reinstatement	Master Perm Tattoo	105	90
Reinstatement	Body Piercers	105	90
Reinstatement	Body P. - Ear Only	105	90
Reinstatement	Esthetician	105	90
Reinstatement	Master Esthetician	105	90
<u>Instructors:</u>		0	0
Application	Cosmetology Instructor	125	110
Application	Nail Tech Instructor	125	110
Application	Barber Instructor	125	110
Application	Waxing Instructor	125	110
Application	Tattooing Instructor	125	110
Application	Perm. Cosm. Tattoo	125	110
Application	Esthetics Instructor	125	110
Application	Master Esthetics Instructor	125	110
License by Endorsement	Cosmetology Instructor	125	110
License by Endorsement	Nail Tech Instructor	125	110
License by Endorsement	Barber Instructor	125	110
License by Endorsement	Waxing Instructor	125	110
License by Endorsement	Tattooing Instructor	125	110
License by Endorsement	Perm. Cosm. Tattoo	125	110
License by Endorsement	Esthetics Instructor	125	110
License by Endorsement	Master Esthetics Instructor	125	110
Renewal	Cosmetology Instructor	150	110
Renewal	Nail Tech Instructor	150	110
Renewal	Barber Instructor	150	110
Renewal	Waxing Instructor	150	110
Renewal	Tattooing Instructor	150	110
Renewal	Perm. Cosm. Tattoo	150	110
Renewal	Esthetics Instructor	150	110
Renewal	Master Esthetics Instructor	150	110
Reinstatement	Cosmetology Instructor	150	110
Reinstatement	Nail Tech Instructor	150	110
Reinstatement	Barber Instructor	150	110
Reinstatement	Waxing Instructor	150	110
Reinstatement	Tattooing Instructor	150	110
Reinstatement	Perm. Cosm. Tattoo	150	110
Reinstatement	Esthetics Instructor	150	110
Reinstatement	Master Esthetics Instructor	150	110
<u>Facilities:</u>		0	0
Application	Cosmetology Salon	190	165
Application	Nail Tech Salon	190	165
Application	Barber Shop	190	165
Application	Waxing Salon	190	165
Application	Tattoo	190	165
Application	Lmtd Term Tattoo	190	165
Application	Perm. Cosm. Tattoo	190	165
Application	Body Piercers	190	165
Application	BP - Ear Only Salon	190	165
Application	Esthetics Spa	190	165

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Renewal	Cosmetology Salon	190	165
Renewal	Nail Tech Salon	190	165
Renewal	Barber Shop	190	165
Renewal	Waxing Salon	190	165
Renewal	Tattoo	190	165
Renewal	Perm. Cosm. Tattoo	190	165
Renewal	Body Piercers	190	165
Renewal	BP - Ear Only Salon	190	165
Renewal	Esthetics Spa	190	165
Reinstatement	Cosmetology Salon	190	165
Reinstatement	Nail Tech Salon	190	165
Reinstatement	Barber Shop	190	165
Reinstatement	Waxing Salon	190	165
Reinstatement	Tattoo	190	165
Reinstatement	Perm. Cosm. Tattoo	190	165
Reinstatement	Body Piercers	190	165
Reinstatement	BP - Ear Only Salon	190	165
Reinstatement	Esthetics Spa	190	165
<u>Schools:</u>		0	0
Application	Cosmetology School	220	185
Application	Nail Tech School	220	185
Application	Barber School	220	185
Application	Wax Tech School	220	185
Application	Tattooing	220	185
Application	Perm. Cosm. Tattoo	220	185
Application	Esthetics	220	185
Add Program	Cosmetology School	100	185
Add Program	Nail Tech School	100	185
Add Program	Barber School	100	185
Add Program	Wax Tech School	100	185
Add Program	Esthetics	220	185
Renewal	Cosmetology School	220	185
Renewal	Nail Tech School	220	185
Renewal	Barber School	220	185
Renewal	Wax Tech School	220	185
Renewal	Tattooing	220	185
Renewal	Perm. Cosm. Tattoo	220	185
Renewal	Esthetics	220	185
Reinstatement	Cosmetology School	220	185
Reinstatement	Nail Tech School	220	185
Reinstatement	Barber School	220	185
Reinstatement	Wax Tech School	220	185
Reinstatement	Tattooing	220	185
Reinstatement	Perm. Cosm. Tattoo	220	185
Reinstatement	Esthetics	220	185
Certification		35	35
Bad Check		50	50
Extra Copies		5	5

Financial Position

	Actual 2020-22 Biennium	Projected 2022-24 Current Fees	Projected 2024-26 Current Fees	Projected 2022-24 Proposal A	Projected 2024-26 Proposal A
Cash Carryforward	5,838,824	6,241,283	6,581,068	6,241,283	5,342,969
Revenues	8,226,428	9,258,945	9,388,241	8,020,846	8,020,846
Expenditures	7,823,969	8,919,160	9,106,827	8,919,160	9,106,827
Balance	6,241,283	6,581,068	6,862,482	5,342,969	4,256,988

Materials contained in this agenda are proposed

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TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: STEPHEN KIRSCHNER, EXECUTIVE DIRECTOR
SUBJECT: FINANCIAL STATEMENTS
DATE: JUNE 24, 2022

Attached you will find the most recent Statement of Financial Activity and the Supporting Statement of Year-to-Date Activity for the Board. Additionally, you will find the Agency Statement of Financial Activity.

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**Department of Professional and Occupational Regulation
Statement of Financial Activity**

**Board for Barbers and Cosmetology
954230**

2020-2022 Biennium

May 2022

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

	May 2022 Activity	Biennium-to-Date Comparison	
		July 2018 - May 2020	July 2020 - May 2022
Cash/Revenue Balance Brought Forward			103,570
Revenues	355,156	6,362,940	7,766,612
Cumulative Revenues			7,870,182
Cost Categories:			
Board Expenditures	16,284	348,700	402,487
Board Administration	92,940	2,179,147	2,085,166
Administration of Exams	4,086	125,177	105,112
Enforcement	85,088	1,461,397	1,772,034
Legal Services	0	45,504	62,576
Information Systems	65,506	1,637,601	1,491,225
Facilities and Support Services	28,542	634,182	661,898
Agency Administration	44,384	993,609	986,063
Other / Transfers	0	(57)	(3)
Total Expenses	336,829	7,425,260	7,566,559
Transfer To/(From) Cash Reserves	0	0	(304,210)
Ending Cash/Revenue Balance			607,833

Cash Reserve Beginning Balance	5,431,044	0	5,735,254
Change in Cash Reserve	0	0	(304,210)
Ending Cash Reserve Balance	5,431,044	0	5,431,044

Number of Regulators	
Current Month	74,543
Previous Biennium-to-Date	74,368

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Department of Professional and Occupational Regulation
 Supporting Statement of Year-to-Date Activity
 Board for Barbers and Cosmetology - 954230
 Fiscal Year 2022

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Fiscal YTD Charges	Planned Annual Charges	Current Balance	Projected Charges at 6/30	Projected Variance Favorable (Unfavorable)	
																	Amount	%
Board Expenditures	17,192	21,410	14,159	19,277	11,697	14,685	17,368	9,084	26,384	12,234	16,284	0	179,773	216,310	36,536	191,734	24,576	11.4%
Board Administration	139,347	94,342	90,598	89,274	91,838	88,531	88,069	85,646	86,808	90,576	92,940	0	1,037,969	1,472,047	434,079	1,068,717	403,330	27.4%
Administration of Exams	5,925	4,076	4,059	4,064	4,076	4,064	4,072	4,072	4,056	4,056	4,086	0	46,606	54,842	8,236	48,438	6,404	11.7%
Enforcement	113,005	77,011	80,025	81,006	81,774	81,443	80,939	83,072	81,519	81,844	85,088	0	926,727	1,233,428	306,702	959,932	273,497	22.2%
Legal Services	0	8,834	8,834	0	0	0	8,834	0	8,834	0	0	0	35,336	35,336	0	38,548	-3,212	-9.1%
Information Systems	40,051	107,444	58,197	69,039	60,550	19,552	76,611	68,830	95,552	54,304	65,506	0	715,635	842,939	127,304	767,339	75,600	9.0%
Facilities / Support Svcs	35,236	29,509	25,916	25,511	30,972	28,092	27,774	26,914	27,275	32,622	28,542	0	318,362	410,726	92,365	342,285	68,441	16.7%
Agency Administration	60,229	41,299	38,277	48,882	39,873	44,391	42,501	44,281	51,270	50,375	44,384	0	505,763	742,847	237,084	524,529	218,317	29.4%
Other / Transfers	0	0	0	0	0	-3	0	0	0	0	0	0	-3	0	3	-3	3	
Total Charges	410,986	383,926	320,065	337,052	320,779	280,756	346,168	321,899	381,697	326,010	336,829	0	3,766,168	5,008,476	1,242,308	3,941,520	1,066,956	21.3%

**Department of Professional and Occupational Regulation
Statement of Financial Activity**

Agency Total

2020-2022 Biennium

May 2022

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	May 2022 Activity	Biennium-to-Date Comparison	
		July 2018 - May 2020	July 2020 - May 2022
Cash/Revenue Balance Brought Forward			992,779
Revenues	1,815,749	35,719,676	38,919,639
Cumulative Revenues			39,912,418
Cost Categories:			
Board Expenditures	154,078	3,610,768	3,229,564
Board Administration	385,426	8,911,924	8,531,154
Administration of Exams	26,039	595,783	579,915
Enforcement	665,116	13,064,035	13,589,924
Legal Services	10,074	410,470	464,839
Information Systems	278,497	6,863,351	6,254,562
Facilities and Support Services	168,515	3,716,149	3,748,658
Agency Administration	188,698	4,162,892	4,137,205
Other / Transfers	0	(1,531)	4,862
Total Expenses	1,876,442	41,333,842	40,540,681
Transfer To/(From) Cash Reserves	(110,403)	0	(3,026,078)
Ending Cash/Revenue Balance			2,397,816

Cash Reserve Beginning Balance	18,351,928	0	21,267,604
Change in Cash Reserve	(110,403)	0	(3,026,078)
Ending Cash Reserve Balance	18,241,525	0	18,241,525

Number of Regulants

Current Month	320,406
Previous Biennium-to-Date	312,189