

**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.

**Call To Order**

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

**Panel Member  
Introduction**

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.

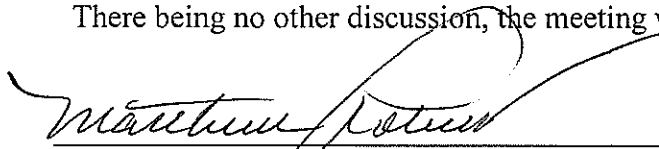
**Discussion**


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

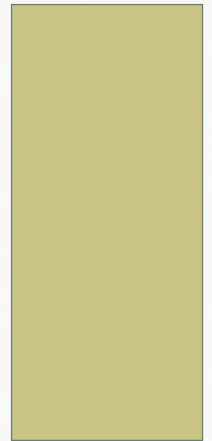
# SURVEY RESULTS

# Attachment A

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

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
- 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 –



# PANEL HOURS RECOMMENDATION

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

# 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 learns 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.”

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

# 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.

# 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**

# 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.

# 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
<b><u>General sciences - - TOTAL HOURS</u></b>	<b><u>0</u></b>	<b><u>210</u></b>	<b><u>51.95</u></b>	<b><u>35</u></b>
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
<b><u>Applied sciences – TOTAL HOURS</u></b>	<b><u>0</u></b>	<b><u>126</u></b>	<b><u>39.5</u></b>	<b><u>28</u></b>
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**

# 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**

# 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**



# OVERVIEW- MANICURING AND PEDICURING

	Low	High	Avg.	Median
<b><u>Manicuring and Pedicuring - TOTAL</u></b>	<b><u>5</u></b>	<b><u>200</u></b>	<b><u>75.5</u></b>	<b><u>60.5</u></b>
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 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.
  - 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 it's 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
<b><u>Skin care – TOTAL HOURS</u></b>	<b><u>8</u></b>	<b><u>440</u></b>	<b><u>109.5</u></b>	<b><u>47.75</u></b>
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 not 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
<b><u>Makeup – TOTAL HOURS</u></b>	<b><u>4</u></b>	<b><u>122</u></b>	<b><u>41.7</u></b>	<b><u>32</u></b>
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

# 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
<b><u>Body and other treatments -</u></b>	<b><u>0</u></b>	<b><u>101</u></b>	<b><u>26.25</u></b>	<b><u>12.5</u></b>
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

## 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

## 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.	Media n
<b><u>TOTALS</u></b>	<b><u>12</u></b>	<b><u>1709</u></b>	<b><u>462</u></b>	<b><u>286</u></b>
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

# PANEL HOURS RECOMMENDATION

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

# DISCUSSION

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