



townhall.virginia.gov

Proposed Regulation Agency Background Document

Agency name	Board for Barbers and Cosmetology
Virginia Administrative Code (VAC) Chapter citation(s)	18 VAC41-20 18 VAC41-70
VAC Chapter title(s)	Barbering and Cosmetology Regulations (18VAC41-20) Esthetics Regulations (18VAC41-70)
Action title	Amendment to the instructor training program
Date this document prepared	February 11, 2022 (revised March 28, 2022, and July 18, 2023)

This information is required for executive branch review and the Virginia Registrar of Regulations, pursuant to the Virginia Administrative Process Act (APA), Executive Order 19 (2022) (EO 19), any instructions or procedures issued by the Office of Regulatory Management (ORM) or the Department of Planning and Budget (DPB) pursuant to EO 19, the Regulations for Filing and Publishing Agency Regulations (1 VAC 7-10), and the *Form and Style Requirements for the Virginia Register of Regulations and Virginia Administrative Code*.

Brief Summary

Provide a brief summary (preferably no more than 2 or 3 paragraphs) of this regulatory change (i.e., new regulation, amendments to an existing regulation, or repeal of an existing regulation). Alert the reader to all substantive matters. If applicable, generally describe the existing regulation.

The proposed amendments establish a uniform instructor program among licensed cosmetology, barber, nail, wax, and esthetics schools. Currently, schools with multiple licensing programs have to submit different instructor applications for each license type. Additionally, instructors are required to complete a training program for each profession. The Board for Barbers and Cosmetology proposes a standard instructor curriculum that unifies the barbers, cosmetologists, nail technician, wax technician, and esthetics instructor programs. Establishing a standard instructor program for all license types will eliminate additional costs for instructors and schools. Under the new requirements, certified instructors will be able to teach in any profession in which they hold the underlying license.

The Board seeks to create an instructor curriculum that is not profession-specific. The proposed amendment aligns the criteria for barber, cosmetology, nail, and wax instructor curricula with the esthetic instructor requirements. The Board indicated that the esthetic instructor program's curriculum is sufficient

for all professions and creates educational consistency between the programs. The proposed amendments also make a technical correction to DOLI apprenticeship paperwork.

Acronyms and Definitions

Define all acronyms used in this form, and any technical terms that are not also defined in the "Definitions" section of the regulation.

"Board" means the Board for Barbers and Cosmetology.

"Body Art" means any professions or licenses issued under the Tattooing or Body Piercing Regulations.

"Department" means the Department of Professional and Occupational Regulation.

"DOLI" means the Virginia Department of Labor and Industry.

Mandate and Impetus

Identify the mandate for this regulatory change and any other impetus that specifically prompted its initiation (e.g., new or modified mandate, petition for rulemaking, periodic review, or board decision). For purposes of executive branch review, "mandate" has the same meaning as defined in the ORM procedures, "a directive from the General Assembly, the federal government, or a court that requires that a regulation be promulgated, amended, or repealed in whole or part."

On January 10, 2022, the Board for Barbers and Cosmetology approved proposed regulations to align the regulations of the barber, cosmetology, nail technician, and wax technician instructor's training program with the esthetic regulations. The change is needed to eliminate additional costs for schools and instructors, and to ensure consistent requisites for instructor training programs. The amended regulation requires schools to submit one curriculum for the instructor program and allow instructors the ability to teach the instructor program for any non-body art profession in which they are licensed. Without changing this regulation, prospective instructors are required to complete instructor training for each profession, and schools are required to submit an instructor curriculum for each profession.

Legal Basis

Identify (1) the promulgating agency, and (2) the state and/or federal legal authority for the regulatory change, including the most relevant citations to the Code of Virginia and Acts of Assembly chapter number(s), if applicable. Your citation must include a specific provision, if any, authorizing the promulgating agency to regulate this specific subject or program, as well as a reference to the agency's overall regulatory authority.

Code of Virginia § 54.1-201.5 gives authority to the Board to promulgate regulations. It states, in part, that the Board has the power and duty "To promulgate regulations in accordance with the Administrative Process Act (§ 2.2-4000 et seq.) necessary to assure continued competency, to prevent deceptive or misleading practices by practitioners and to effectively administer the regulatory system administered by the regulatory board."

Purpose

Explain the need for the regulatory change, including a description of: (1) the rationale or justification, (2) the specific reasons the regulatory change is essential to protect the health, safety or welfare of citizens, and (3) the goals of the regulatory change and the problems it is intended to solve.

The Board attempts to amend its current regulations to make them as minimally intrusive and burdensome as possible to contribute to a regulatory environment that protects the public's health, safety, and welfare with the fewest restrictions. The existing regulations are inconsistent and impose excessive burdens on instructor applicants. The amended regulation aligns the standards for the barber, cosmetology, nail, and wax instructor curricula with the requirements for esthetic instructor curricula. The Board determined that the esthetic instructor curriculum is adequate for all professions and provide educational consistency across programs.

The modification to the regulation makes the procedure easier for schools and instructors. The revised regulations eliminate the need for duplicate applications and the additional payments associated with acquiring multiple instructor licenses. The regulatory change establishes equivalent educational requirements for esthetics, barber, cosmetology, nail, and wax technicians. Establishing a uniform instructor program for all license types eliminates inconsistencies in the instructor training programs, simplifies the application process, and makes it more affordable for schools and instructors.

Substance

Briefly identify and explain the new substantive provisions, the substantive changes to existing sections, or both. A more detailed discussion is provided in the "Detail of Changes" section below.

18 VAC41-20-100 General Requirements for an Instructor certificate. The proposed amendment eliminated duplicative phrases. The proposed amendment clarifies the standards for instructor training and removes profession-specific terminology for acquiring an instructor license through a course or examination. These changes will allow the instructor certificate to apply to all non-body art professions in which the individual is licensed.

18VAC41-20-110. Student Instructor temporary permit. The proposed amendment streamlines the requirements for student-instructor training while also eliminating profession-specific requirements for their direct supervision. These amendments also allow student temporary permit holders who are taking the exam to get an additional permit if needed.

18VAC41-20-200. General Requirements. The proposed changes require that instructor programs be taught by a certified instructor and that instructor curricula must include student teaching.

18VAC40-20-210. Curriculum requirements. The proposed amendment to the section adds a curriculum outline for the instructor curricula requirements.

18VAC41-20-220. Practical Performance Requirements. The proposed amendment removes redundant curricula requirements already listed in 18VAC 40-20-200.

18VAC41-20-260. Display of license. The proposed amendment removes a reference to DOLI issued apprenticeship cards, which DOLI no longer utilizes.

18VAC41-70-100. General requirements for an instructor certificate. The proposed amendment combines the qualifications for esthetic instructors and master esthetic instructors, which are identical but listed

separately in the current regulations. The proposed modification aligns instructor certification requirements with the Board for Barbers and Cosmetology regulations, adding the option for instructors to pass an instructor examination offered by the board or testing service acting on behalf of the board and eliminating the state board exam requirement from the instructor school qualification method.

18VAC41-70-110. General requirements for an instructor certificate. The proposed amendment repeal the section as it has been combined with section 100.

18VAC41-70-180. General requirements. The proposed amendment clarifies the instructor program must be taught by a certified instructor.

18VAC41-70-190. Curriculum and hours of instruction requirements. The proposed amendment clarify and unify the criteria for instructor education. The proposed amendment updated the list of core courses to align the esthetic and master esthetic instructor curriculum with the barbers, cosmetology, nail, and waxing instructor curriculum.

18VAC41-70-260. Display of license. The proposed amendment clarifies and standardizes this portion of the regulations. Apprenticeship cards are no longer distributed by the DOLI.

Issues

Identify the issues associated with the regulatory change, including: 1) the primary advantages and disadvantages to the public, such as individual private citizens or businesses, of implementing the new or amended provisions; 2) the primary advantages and disadvantages to the agency or the Commonwealth; and 3) other pertinent matters of interest to the regulated community, government officials, and the public. If there are no disadvantages to the public or the Commonwealth, include a specific statement to that effect.

The proposed regulatory action has several advantages to the public. One advantage is the standardization of the instructor curriculum, which will ensure consistency between programs. The esthetics, barbers, cosmetologists, nail technician, and wax technician instructor programs will be identical. The new rule requires schools to submit a single instructor program curriculum and allows licensed instructors to teach the instructor program for any non-body art profession in which they are licensed. The revised regulation mandates that schools offer only one cost-effective curriculum for the instructor program.

A significant benefit is that instructors can teach all professions in which they are licensed, which reduces costs. Currently, instructor must hold an instructor certificate for each profession, even though the instructor programs and qualifications are largely the same. This has resulted in licensed instructors repeating training to get an instructor certificate to teach in another profession in which they hold a license. The new instructor certification covers the occupations in which they hold a license, eliminating the need to submit numerous instructor applications. The proposed amendment will benefit the public by establishing clear instructor guidelines for non-body art professions.

There is a disadvantage to the amended regulations. The proposed curricula may require a change in program for existing licensed schools. Accredited cosmetology, barber, nail, and wax schools may have to resubmit their program for review by their accreditor, incurring additional fees. There are approximately 34 accredited schools that would be impacted.

The benefit to DPOR is that it reduces the complexity of the instructor program application review process. Currently, there is not a specific curriculum for instructor programs, and staff spend a lot of time speaking with schools about what ought to constitute an acceptable instructor program when no curriculum is mandated in the regulations. By identifying a specific set of courses and only requiring one

instructor program per school, this will reduce the volume and duration of review for instructor program applications.

There are no other issues that the regulated community, government officials, or general public have other pertinent matters of interest.

Requirements More Restrictive than Federal

Identify and describe any requirement of the regulatory change which is more restrictive than applicable federal requirements. Include a specific citation for each applicable federal requirement, and a rationale for the need for the more restrictive requirements. If there are no applicable federal requirements, or no requirements that exceed applicable federal requirements, include a specific statement to that effect.

There are no requirements in the proposed regulations that would be more restrictive than those currently required in Federal Law.

Agencies, Localities, and Other Entities Particularly Affected

Consistent with § 2.2-4007.04 of the Code of Virginia, identify any other state agencies, localities, or other entities particularly affected by the regulatory change. Other entities could include local partners such as tribal governments, school boards, community services boards, and similar regional organizations. "Particularly affected" are those that are likely to bear any identified disproportionate material impact which would not be experienced by other agencies, localities, or entities. "Locality" can refer to either local governments or the locations in the Commonwealth where the activities relevant to the regulation or regulatory change are most likely to occur. If no agency, locality, or entity is particularly affected, include a specific statement to that effect.

Other State Agencies Particularly Affected

The regulatory change has no impact on state agencies.

Localities Particularly Affected

The regulatory change has no effect on localities.

Other Entities Particularly Affected

The regulatory change has no impact on any entities.

Economic Impact

Consistent with § 2.2-4007.04 of the Code of Virginia, identify all specific economic impacts (costs and/or benefits) anticipated to result from the regulatory change. When describing a particular economic impact, specify which new requirement or change in requirement creates the anticipated economic impact. Keep in mind that this is the proposed change versus the status quo.

The Board for Barbers and Cosmetology is amending the Barbering and Cosmetology and Esthetics regulations. The Board proposes to allow a standard instructor curriculum that unifies esthetics, barbers, cosmetology, nail technician, and wax technician instructor programs. Also, the Boards propose to amend the current regulations to align the criteria for barbers, cosmetologists, nail and wax instructor curricula with

the esthetic instructor curriculum requirements. The amended regulation will require schools to submit one curriculum for the instructor program and allow instructors the ability to teach the instructor program for any non-body art profession in which they are licensed. There is no economic or fiscal impact on state agencies, individuals, or businesses

All costs incurred in support of board activities and regulatory operations are paid by the Department of Professional and Occupational Regulation (DPOR) and funded through fees paid by applicants and regulants. All boards within DPOR must operate within the Code provisions of the Callahan Act (54.1-113), and the general provisions of 54.1-201. Each regulatory program's revenues must be adequate to support both its direct costs and a proportional share of agency operating costs. DPOR allocates costs to its regulatory programs based on consistent, equitable, and cost-effective methodologies. The Board has no other source of income.

Impact on State Agencies

<p><i>For your agency:</i> projected costs, savings, fees or revenues resulting from the regulatory change, including: a) fund source / fund detail; b) delineation of one-time versus on-going expenditures; and c) whether any costs or revenue loss can be absorbed within existing resources</p>	<p>There are no savings and no changes to costs, fees, or revenues of DPOR resulting from this regulatory change.</p>
<p><i>For other state agencies:</i> projected costs, savings, fees or revenues resulting from the regulatory change, including a delineation of one-time versus on-going expenditures.</p>	<p>There are no savings and no changes to costs, fees, or revenues of other state agencies resulting from this regulatory change.</p>
<p><i>For all agencies:</i> Benefits the regulatory change is designed to produce.</p>	<p>The benefit of this regulatory change is the establishment of a uniform instructor program for all license types which could eliminate additional costs for instructors and schools.</p>

Impact on Localities

<p>Projected costs, savings, fees or revenues resulting from the regulatory change.</p>	<p>There are no savings and no changes to costs, fees, or revenues of localities resulting from this regulatory change.</p>
<p>Benefits the regulatory change is designed to produce.</p>	<p>None.</p>

Impact on Other Entities

<p>Description of the individuals, businesses, or other entities likely to be affected by the regulatory change. If no other entities will be affected, include a specific statement to that effect.</p>	<p>Barber, Cosmetology, Nail Technicians, Wax Technicians and Master Estheticians instructors. Also, Barber, Cosmetology and Nail and Waxing schools may be affected by this regulatory change.</p>
<p>Agency's best estimate of the number of such entities that will be affected. Include an estimate of the number of small businesses affected. Small business means a business entity, including its affiliates, that: a) is independently owned and operated and;</p>	<p>As of January 1, 2022 there are 345 barber instructors, 2,430 cosmetology instructors, 253 nail instructors, 25 wax instructors and 70 esthetics instructors. In addition 87 schools with instructor programs are affected by this regulatory change. All schools are considered small businesses.</p>

<p>b) Employs fewer than 500 full-time employees or has gross annual sales of less than \$6 million.</p>	
<p>All projected costs for affected individuals, businesses, or other entities resulting from the regulatory change. Be specific and include all costs including, but not limited to: a) projected reporting, recordkeeping, and other administrative costs required for compliance by small businesses; b) specify any costs related to the development of real estate for commercial or residential purposes that are a consequence of the regulatory change; c) fees; d) purchases of equipment or services; and e) time required to comply with the requirements.</p>	<p>a) Schools with an instructor program will be required to resubmit their curriculum to the Board for approval, which will involve school administrators' time. There will be no fee for the board review and approval process. Costs to schools are unknown. b) There are no real estate development costs resulting from the change, c) There are no fees related to the change, d) No equipment or services are needed to be purchased from this change, and e) School administrators will spend time completing the resubmission of the curriculum to the Board.</p>
<p>Benefits the regulatory change is designed to produce.</p>	<p>The regulatory change incorporates a uniform and consistent instructor program for all license types by eliminating additional costs for instructors and schools.</p>

Alternatives to Regulation

Describe any viable alternatives to the regulatory change that were considered, and the rationale used by the agency to select the least burdensome or intrusive alternative that meets the essential purpose of the regulatory change. Also, include discussion of less intrusive or less costly alternatives for small businesses, as defined in § 2.2-4007.1 of the Code of Virginia, of achieving the purpose of the regulatory change.

Maintaining the current provision is an option for the regulatory change. The instructor application process will remain burdensome and inconsistent if the regulations stay unaltered. The number of hours necessary for instructor training may vary between schools. Schools and instructors have various criteria for each profession. The current rule is not cost-effective for instructors, as they must maintain instructor certificates for each profession in which they wish to teach.

Another alternative to the regulatory reform is to require instructors to have prior experience. At the January Board meeting, the Board debated having an experience requirement, set at a certain number of years. The Board could not agree on a specific amount of experience as the available evidence did not show a need for experience as a requirement for minimum competency.

The new regulatory amendment provides a less burdensome and intrusive option, a standard curriculum, lower cost for schools and instructor applicants, and a single system program that allows instructors to teach multiple professions without repeating the same training.

If this analysis has been reported on the ORM Economic Impact form, indicate the tables on which it was reported. Information provided on that form need not be repeated here.

Regulatory Flexibility Analysis

Consistent with § 2.2-4007.1 B of the Code of Virginia, describe the agency's analysis of alternative regulatory methods, consistent with health, safety, environmental, and economic welfare, that will accomplish the objectives of applicable law while minimizing the adverse impact on small business. Alternative regulatory methods include, at a minimum: 1) establishing less stringent compliance or reporting requirements; 2) establishing less stringent schedules or deadlines for compliance or reporting

requirements; 3) consolidation or simplification of compliance or reporting requirements; 4) establishing performance standards for small businesses to replace design or operational standards required in the proposed regulation; and 5) the exemption of small businesses from all or any part of the requirements contained in the regulatory change.

There are no regulatory alternatives that would be less stringent that are consistent with protecting the health of the public in the salon environment. The current instructor requirements increase economic burdens of students and schools. The proposed changes would not present a health risk to the public. Further, it increases the ability for schools and students to engage in economically beneficial by reducing duplicative requirements and licensing and training costs. There is not a specific reporting requirement in the new regulation. Alternatives either do not adequately protect the health and safety of the public, or exacerbate the current problems that exist with the regulations. The current proposal reduces burdens for instructor applicants and schools, while maintaining health and safety protections for the public.

Most of the schools operating in Virginia are small businesses, many operated by owner/practitioners. This change will actually reduce the burden for owner/practitioners who wish to be instructors, or operate instructor programs. Exempting small businesses from the regulation would substantially increase the health and safety risks to the public.

If this analysis has been reported on the ORM Economic Impact form, indicate the tables on which it was reported. Information provided on that form need not be repeated here.

**Periodic Review and
Small Business Impact Review Report of Findings**

If you are using this form to report the result of a periodic review/small business impact review that is being conducted as part of this regulatory action, and was announced during the NOIRA stage, indicate whether the regulatory change meets the criteria set out in EO 19 and the ORM procedures, e.g., is necessary for the protection of public health, safety, and welfare; minimizes the economic impact on small businesses consistent with the stated objectives of applicable law; and is clearly written and easily understandable. In addition, as required by § 2.2-4007.1 E and F of the Code of Virginia, discuss the agency’s consideration of: (1) the continued need for the regulation; (2) the nature of complaints or comments received concerning the regulation; (3) the complexity of the regulation; (4) the extent to which the regulation overlaps, duplicates, or conflicts with federal or state law or regulation; and (5) the length of time since the regulation has been evaluated or the degree to which technology, economic conditions, or other factors have changed in the area affected by the regulation. Also, discuss why the agency’s decision, consistent with applicable law, will minimize the economic impact of regulations on small businesses.

1. There is a continued need for industry regulations. The regulatory amendments support education and training and a less burdensome process for new students entering the field. The profession is responsible for protecting the public's health, safety, and welfare. Professionals entering the instructor field such as barbers, cosmetology, nail, wax, and esthetic professionals should all be required to complete a standardized instructor curriculum. The instructor program modification explains and removes constraints for non-body art professionals.

2. The board regularly receives complaints from individuals that already hold an instructor certificate but are unable to get an instructor certificate in a new profession because their training was in the wrong type of school. This is exacerbated by the fact that the instructor training courses are usually identical, just conducted under different school licenses. Schools also complain about having to apply for and maintain identical instructor programs for each profession.

3. One of the primary purposes and benefits of the proposed amendments is to simplify and explain the regulations. The Board has approved rules in plain language and provided terms and instructions that should be easily understood by members of the profession and the general public.
4. The Board has no knowledge of the proposed regulations overlapping, duplicating, or conflicting with federal or state law or regulations.
5. Since the program's standard regulations amendment in February 2017, there have been no regulatory changes to the instructor programs. The proposed modifications aim to update and replace outdated rules, reducing burdens on schools, many of which are small businesses.

Public Comment

Summarize all comments received during the public comment period following the publication of the previous stage, and provide the agency's response. Include all comments submitted: including those received on Town Hall, in a public hearing, or submitted directly to the agency. If no comment was received, enter a specific statement to that effect.

During the public comment period, the Board received no comments.

Public Participation

Indicate how the public should contact the agency to submit comments on this regulation, and whether a public hearing will be held, by completing the text below.

The Department of Professional and Occupational Regulation is providing an opportunity for comments on this regulatory proposal, including but not limited to (i) the costs and benefits of the regulatory proposal, (ii) any alternative approaches, (iii) the potential impacts of the regulation, and (iv) the agency's regulatory flexibility analysis stated in that section of this background document.

Anyone wishing to submit written comments for the public comment file may do so through the Public Comment Forums feature of the Virginia Regulatory Town Hall web site at: <https://townhall.virginia.gov>.

Comments may also be submitted by mail, email or fax to Kelley Smith, Executive Director, at:

Email: BarberCosmo@dpor.virginia.gov

Fax: (866) 245-9693

U.S. Mail: Board for Barbers and Cosmetology

Department of Professional and Occupational Regulation
9960 Mayland Drive, Suite 400, Richmond, VA 23233

In order to be considered, comments must be received by 11:59 pm on the last day of the public comment period.

A public hearing will not be held following the publication of this stage of this regulatory action.

Detail of Changes

List all regulatory changes and the consequences of the changes. Explain the new requirements and what they mean rather than merely quoting the text of the regulation. For example, describe the intent of the language and the expected impact. Describe the difference between existing requirement(s) and/or agency practice(s) and what is being proposed in this regulatory change. Use all tables that apply, but delete inapplicable tables.

If an existing VAC Chapter(s) is being amended or repealed, use Table 1 to describe the changes between the existing VAC Chapter(s) and the proposed regulation. If the existing VAC Chapter(s) or sections are being repealed and replaced, ensure Table 1 clearly shows both the current number and the new number for each repealed section and the replacement section.

Table 1: Changes to Existing VAC Chapter(s)

Current chapter-section number	New chapter-section number, if applicable	Current requirements in VAC	Change, intent, rationale, and likely impact of new requirements
18VAC41-20-100		Individuals wishing to engage in instruction for a specific profession must meet certain eligibility requirements, including training. One training option is completion of an instructor course in a profession specific school taught by that profession's instructor.	<p>The proposed change eliminates duplicative language and removes profession specific requirements for the instructor certificate. Under the new language, one instructor certificate is sufficient to teach in any profession in which the underlying practitioner license is held.</p> <p>Section A is amended to remove language requiring an instructor certificate for each profession in which a licensee wants to teach. The modification includes all instructors specializing in the barber, cosmetology, nail, and wax professions.</p> <p>Section A.3.b is amended to remove profession-specific language that requires individuals to complete a separate instructor curriculum per profession in a licensed Virginia Board for Barbers and Cosmetology school.</p> <p>Section A.3.c is amended to remove profession-specific language that requires individuals to pass a separate instructor examination per profession.</p>
18VAC41-20-110		Student instructor temporary permit requirements	Section A. is amended to eliminate duplicative profession-specific language requirements for direct supervision.

			<p>Section C. is removed. One Student Instructor Temporary permit rule is no longer required.</p> <p>Section D. is renumbered.</p> <p>Section E. is renumbered.</p>
18VAC41-20-200		Establishes general requirements for school licensees.	<p>New Subsection A.3.c. is added to incorporate that all instructor programs must be taught by a certified instructor.</p> <p>New Subsection A.5.g is added requiring schools to submit an instructor curriculum to the Board for Barbers and Cosmetology for approval. This revision is intended to incorporate a uniform instructor program and remove inconsistencies.</p>
18 VAC 41-20-210		Curriculum Requirements for each type of school training program.	New section G adds a specific curriculum outline. This revision is intended to incorporate a uniform instructor program and remove inconsistencies.
18 VAC 41-20-220		Curriculum and performance requirements shall be offered over a minimum of 1,100 clock hours for barbering, 400 clock hours for master barbering, 1,500 hours for dual barber/master barber program and cosmetology, 150 clock hours for nail care, and 115 clock hours for waxing.	<p>Section A is eliminated as this section removes redundant curriculum requirements listed in 18VAC 40-20-200. The amended section list the minimum performances for barbering.</p> <p>Old section B. is renumbered as section A. The amended section list the minimum performances for barbering.</p> <p>Old section C. is renumbered as section B. The amended section list the minimum performances for master barbering.</p> <p>Old Section D. is renumbered as section C. The amended section list the minimum performances for dual barber/master barbering.</p> <p>Old Section E. is renumbered as section D. The amended section list the minimum performances for cosmetology.</p> <p>Old Section F. is renumbered as section E. The amended section list the minimum performances for nail care.</p> <p>Old Section G. is renumbered as section F. The amended section list the minimum performances for waxing.</p>
18VAC41-20-260		Proof of apprenticeship issued by the Department of Labor and Industry shall be	Section E is amended to remove the reference to apprenticeship cards. The Department of Labor (DOLI) and Industry

		displayed in plain view of the public either in the reception area or at individual work stations of the shop or salon.	no longer distributes apprenticeship cards. The new language simply requires proof of apprenticeship registration, allowing apprentices to post whatever documentation DOLI provides.
18VAC41-70-100		Individuals wishing to engage in instruction for a specific profession must meet certain eligibility requirements, including training. One training option is completion of an instructor course in a profession specific school taught by that profession's instructor.	<p>Section A is amended to include master esthetics. The amendment combines the qualifications for esthetic and master esthetic instructors.</p> <p>Section A.1. is amended to include master esthetics. The amendment combines the qualifications for esthetic and master esthetic instructors.</p> <p>Section A.2. is amended to include master esthetics. The amendment combines the qualifications for esthetic and master esthetic instructors.</p> <p>Section A.3.b. is amended align the instructor requirements with Barber and Cosmetology regulations. The amendment intend to eliminate an examination requirement if an instructor course is completed in an approved by the Virginia Board for Barbers and Cosmetology.</p> <p>Section A.3.c is amended to add a qualification method by examination for obtaining an instructors certification. This change aligns with current barber and cosmetology regulations, where the exam has been successfully used as a qualification method for several decades.</p> <p>Section B is amended to include master esthetics. The amendment combines the qualifications for esthetic and master esthetic instructors.</p>
18VAC41-70-110		General requirements for a master esthetics instructor certificate.	Section 110 are repealed because the general requirements for master esthetics is now covered under 18VAC41-70-100.
18VAC41-70-180		General requirements for esthetics schools.	New Section 10 is added to incorporate all instructor programs must be taught by a certified instructor.
18VAC41-70-190		Curriculum and instruction hour requirements for esthetics schools.	Section E is revised to match the barbering and cosmetology instructor program, including moving and renaming several topics, as well as adding an introduction to teaching and professional

			<p>ethics topics. These changes are meant to insure all instructor programs across the Board's professions are identical and prepare instructors to competently teach in any profession in which they hold the underlying license.</p>
<p>18VAC41-70-260</p>		<p>Proof of apprenticeship issued by the Department of Labor and Industry shall be displayed in plain view of the public either in the reception area or at individual work stations of the shop or salon</p>	<p>Section C is amended to remove the reference to apprenticeship cards. The Department of Labor (DOLI) and Industry no longer distributes apprenticeship cards. The new language simply requires proof of apprenticeship registration, allowing apprentices to post whatever documentation DOLI provides.</p> <p>Section E is also amended to correct the name of the facility license issued to estheticians.</p>