

BOARD FOR BARBERS AND COSMETOLOGY

REGULATORY ADVISORY PANEL

MINUTES OF MEETING

The Board for Barbers and Cosmetology, Esthetics Regulatory Advisory Panel met on Monday, September 23, 2024, at the Offices of the Department of Professional and Occupational Regulation, 9960 Mayland Drive, 2nd floor board room 2, Richmond, Virginia.

The following members were present:

Margaret LaPierre
Laura Todd
Meredith Harrison
Deborah Maffie
Christine Werne
Dr. Joseph Schibner

The following members were not present:

Oanh "Tina" Pham Kim Dang
Kelly Hurt
Renee Gilanshah

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

Kelley Smith, Executive Director
Tamika Rodriguez, Regulatory Operations Administrator
Wendy Duncan, Licensing Operations Administrator
Joseph Haughwout, Regulatory Affairs Manager
Heather Garnett, Administrative Coordinator

A representative from the Office of the Attorney General was not present for the meeting.

Ms. LaPierre, Board Chair, called the Board for Barbers and Cosmetology, Regulatory Advisory Panel meeting to order at 10:07 a.m.

Call to Order

Ms. LaPierre read the Department of Professional & Occupational Regulations mission and announced several meeting reminders.

Mission

Ms. Smith, Executive Director, explained the emergency egress procedure for board room 2.

Emergency Egress

Panel members and staff introduced themselves.

Introductions

Ms. LaPierre opened the Public Comment period of the Regulatory Advisory Panel Meeting.

Public Comment

Matt England addressed the Panel concerning reduction to the curriculum hours would risk the health and safety of the public.

Ms. Smith presented the survey results of the esthetics survey based on the Panel's submissions. Ms. Smith informed the panel the survey results and panel discussion will be presented to the Board for determining if curriculum hours should decrease, the addition of training topics, or an esthetics and master esthetics combined license.

**Overview of
Regulatory
Advisory Panel**

The Panel reviewed and discussed the survey results.

Ms. Todd requested the record show: Is it the intent of the Board to go with the median score?

Ms. Smith informed the Panel the compiled answers to the survey are shown in the presented PowerPoint. The scores of low, high, average, and median will be presented to the Board along with Panel discussion, the Board will make the final decision.

Panel recessed from 11:35 a.m. – 12:10 p.m.

Break

The Panel continued the review and discussed the esthetics survey results.

**Continue of
Overview of
Regulatory
Advisory Panel**

Ms. Smith informed the Panel that board staff will send a poll to panel members to determine the next meeting to discuss the master esthetics survey results and performance numbers.

**Next Regulatory
Advisory Panel
Meeting**

There being no further business, Ms. LaPierre adjourned the meeting at 2:26 p.m.

Adjourn

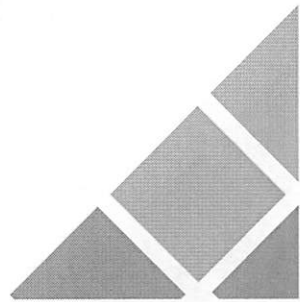

Margaret LaPierre, Board Chair


Brian P. Wolford, Board Secretary



Virginia Board for Barbers and Cosmetology

Regulatory Advisory Panel on Esthetics
September 23, 2024



Agenda

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

Panel Members

- Oanh "Tina" Dang, Board Member, Cosmetologist
- Margaret LaPierre, Board Vice Chair, Master Esthetician
- Renee Gilanshah, Board Member, Master Esthetician
- Meredith Sells Harrison, School Owner/Operator
- Joseph Schribner, PhD, School Owner/Operator
- Laura Todd, School Owner/Operator
- Christine Werne, School Owner/Operator
- Deborah Maffie, Master Esthetician
- Kelly Hurt, Esthetician

Panel Task

- Review Virginia Esthetic and Master Esthetic 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 fewest number of hours to ensure the student can perform the service safely?

Overview of Basic Esthetics Surveys

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

Scope of Practice – 54.1-700

- "Esthetics" includes, but is not limited to, the following practices of administering cosmetic treatments to enhance or improve the appearance of the skin: cleansing, toning, performing effleurage or other related movements, stimulating, exfoliating, or performing any other similar procedure on the skin of the human body or scalp by means of cosmetic preparations, treatments, or any nonlaser device, whether by electrical, mechanical, or manual means, for care of the skin; applying make-up or eyelashes to any person, tinting or perming eyelashes and eyebrows, and lightening hair on the body except the scalp; and removing unwanted hair from the body of any person by the use of any nonlaser device, by tweezing, or by use of chemical or mechanical means. However, "esthetics" is not a healing art and shall not include any practice, activity, or treatment that constitutes the practice of medicine, osteopathic medicine, or chiropractic. The terms "healing arts," "practice of medicine," "practice of osteopathic medicine," and "practice of chiropractic" shall mean the same as those terms are defined in § 54.1-2900.
- "Master esthetician" means a licensed esthetician who, in addition to the practice of esthetics, offers to the public for compensation, without the use of laser technology, lymphatic drainage, chemical exfoliation, or microdermabrasion, and who has met such additional requirements as determined by the Board to practice lymphatic drainage, chemical exfoliation with products other than Schedules II through VI controlled substances as defined in the Drug Control Act (§ 54.1-3400 et seq.), and microdermabrasion of the epidermis.

Panel Hour Recommendations

	Low	High	Avg.	Median	Current	
Orientation and business topics		8	33	18.2	16	25
Laws and Regulations		1.5	10	7.4	10	10
General Sciences		34	264	88.5	64.5	80
Applied Sciences		25.5	156	87.3	90.5	95
Skin Care		53.5	455	224	194	255
Makeup		13	120.5	60.8	60.8	65
Body and Other Treatments		4.5	42	19.6	17	20
Hair Removal		4	105	42.2	36.5	50
TOTAL		144	1185.5	548	489.3	600

Overview of Surveys – Orientation and Business Topics: School Policies

- Health/Safety Concern? 4:3 Yes
 - Yes reasoning: It is important to set forth rules regarding students safely attending school and providing services to the public. This topic also includes explanations related to introduction to health and safety in the clinic and sets expectations, standards and core values of the educational institution.
 - No reasoning: No specific harm to the public.
- Training Least Restrictive Manner to Mitigate? 4:3 Yes
 - Yes: Students need to be taught this and have Q&A. It could also be provided in a written document and covered in class.
 - No: Could be posted on the school's website and covered in a student handbook.
- Minimum Hours Required?
 - Range: 1 to 4.5; Average: 2.5; Median: 2

Overview of Surveys – Orientation and Business Topics: Management

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: The topic of Management covers many things related to managing the business such as developing systems and processes, employee checklists to ensure compliance with state regulation and infection control standards, inventory or misuse of products. All related to the health and safety of the public.
 - No reasoning: No specific harm to the public.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Written information with theoretical support from an instructor.
 - No: Least restrictive would be a document.
- Minimum Hours Required?
 - Range: 1 to 6.5; Average: 2.7; Median: 2

Overview of Surveys – Orientation and Business Topics: Sales, Inventory and Retailing

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: Teaching students to know the skill of sales and inventory will ensure clients do not misuse products at home. Will also help prevent the sale of expired products that could cause harm and usage of best products to address skincare concerns.
 - No reasoning: No specific harm to the public but is important for those hoping to own a business.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Written information with theoretical support from an instructor. Not all students learn by reading and students tend not to study this topic if not taught by an instructor.
 - No: Least restrictive would be a document.
- Minimum Hours Required?
 - Range: 1 to 6.5; Average: 2.7; Median: 2

Overview of Surveys – Orientation and Business

Topics: Taxes and Payroll

- Health/Safety Concern? 4:3 No
 - Yes reasoning: It's important to understand types of workers and tax liabilities.
 - No reasoning: No specific harm to the public but is important for those hoping to own a business.
- Training Least Restrictive Manner to Mitigate? 4:3 Yes
 - Yes: Written information with theoretical support from an instructor: Not all students learn by reading and students tend not to study this topic if not taught by an instructor.
 - No: Least restrictive would be a document.
- Minimum Hours Required?
 - Range: 1; Average: 1; Median: 1

Overview of Surveys – Orientation and Business

Topics: Insurance

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: It's important to understand the meaning of insurance and how it's important to maintain as a professional to safeguard yourself and clients.
 - No reasoning: No specific harm to the public but is important for those hoping to own a business.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Written information with theoretical support from an instructor. Not all students learn by reading and students tend not to study this topic if not taught by an instructor.
 - No: Least restrictive would be a document.
- Minimum Hours Required?
 - Range: 1 to 3; Average: 1.7; Median: 2

Overview of Surveys – Orientation and Business Topics: Client Records and Confidentiality

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Client safety is directly related to client records and confidentiality. Specific harm includes HIPAA violations, potential client safety and product reactions.
 - No reasoning: No specific harm to the public.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Written information with theoretical support from an instructor. Not all students learn by reading and students tend not to study this topic if not taught by an instructor. It has a deeper meaning when students are discussing client's skin conditions, medication or students are learning to respect these documents pre and post service.
 - No: Least restrictive would be a document.
- Minimum Hours Required?
 - Range: 1 to 6.5; Average: 3.5; Median: 2

Overview of Surveys – Orientation and Business Topics: Professional Ethics and Practices

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: An Esthetician's ethics include adhering to the scope of practice of their profession, referring clients to the appropriate qualified health practitioner when indicated, as well as offering services only within the scope of practice as defined by the state within which they operate, if required.
 - No reasoning: No specific harm to the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information with theoretical support from an instructor. Not all students learn by reading and students tend not to study this topic if not taught by an instructor.
 - No: Least restrictive would be a document.
- Minimum Hours Required?
 - Range: 2 to 5; Average: 4; Median: 5

Overview of Surveys – Laws and Regulations

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: The laws and regulations are set forth by the state to ensure public safety. There must be a very clear understanding of what the state defines as regulatory requirements for the practitioner including but not the health and safety criteria, infection control processes and limits to scope of practice.
 - No reasoning: No specific harm to the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information with theoretical support from an instructor. Students tend not to study this topic if not taught by an instructor. Not all laws and regulations are written in "plain speak". Recommend consolidating the curriculum by removing from Master Esthetics curriculum and covering it entirely in Basic.
 - No: Least restrictive would be a document or sending to DPOR website.
- Minimum Hours Required?
 - Range: 1.5 to 10, Average: 7.4; Median: 10

Panel Hour Recommendations

	Low	High	Avg.	Median	
Orientation and business topics (School policies)		1	4.5	2.5	2
Orientation and business topics (Management)		1	6.5	2.7	2
Orientation and business topics (Sales, Inventory and retailing)		1	6.5	2.8	2
Orientation and business topics (Taxes and payroll)		1	1	1	1
Orientation and business topics (Insurance)		1	3	1.7	2
Orientation and business topics (Client records and confidentiality)		1	6.5	3.5	2
Orientation and business topics (Professional ethics and practices)		2	5	4.0	5
ORIENTATION - TOTAL		8	33	18.2	16
Laws and Regulations		1.5	10	7.4	10
LAWS - TOTAL		1.5	10	7.4	10



Overview of Surveys – General Sciences: Bacteriology

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Without a good foundation of germs, bacteria, and safety, this could lead to the spreading of germs, cross-contamination of products and implements, and not keeping a business or workstation clean. When this happens, this could endanger the health of the public and practitioners.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This is important and students tend to not study a subject if they are not taught this by a live instructor. It's important to have time to give examples and give discussion time to students. Recommend consolidating the curriculum by removing from Master Esthetics curriculum and covering it entirely in Basic.
- Minimum Hours Required?
 - Range: 3 to 80; Average: 15; Median: 5

Overview of Surveys – General Sciences: Microorganisms

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Professionals must understand the science behind microorganisms in order to prevent the spread of pathogenic microorganisms in the workplace and avoid the spread of disease and illness.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Written information with theoretical support from an instructor. Cannot be delivered only by written document handed out. Written information without the full educational process would not achieve the goal.
- Minimum Hours Required?
 - Range: 2 to 80; Average: 14; Median: 3

Overview of Surveys – General Sciences: Infection Control, Disinfection and Sterilization

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Learning infection control keeps the public safe. Proper infection control, disinfection, and sterilization procedures are imperative to protecting the health, safety, and welfare of practitioners, fellow employees, and the general public. When appropriate infection control is not performed, serious illness could cause harm, for example, proper sanitation of treatment area and facial implements.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Must be demonstrated and overseen until it becomes routine. Recommend consolidating the curriculum by removing this topic from the master esthetics curriculum and covering it entirely in the professional curriculum.
- Minimum Hours Required?
 - Range: 5 to 16; Average: 9.5; Median: 10

Overview of Surveys – General Sciences: OSHA Requirements

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Appropriate instruction of OSHA requirements ensures all practitioners abide by the same safety standards to protect the public's health, safety, and welfare. Work with chemicals that when not stored properly, can cause health problems for everyone involved.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information with theoretical support from an instructor. Cannot be delivered only by written document handed out. Written information without the full educational process would not achieve the goal.
 - No: (1) Online with the information presented in the textbooks with a quiz to complete, (2) PowerPoint slides, and (3) students should be given in hard copy or a link to OSHA of the regulations as they pertain to the esthetics industry.
- Minimum Hours Required?
 - Range: 1 to 2; Average: 1.7; Median: 2

Overview of Surveys – General Sciences: Safety

Data Sheet

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Appropriate instruction of OSHA requirements ensures all practitioners abide by the same safety standards to protect the public's health, safety, and welfare. Work with chemicals that when not stored properly, can cause health problems for everyone involved.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information with theoretical support from an instructor. Cannot be delivered only by written document handed out. Written information without the full educational process would not achieve the goal.
 - No: (1) Online with the information presented in the textbooks with a quiz to complete, (2) PowerPoint slides, and (3) In-class, students should be shown the proper way to organize and keep SDS information on all products used in the spa setting.
- Minimum Hours Required?
 - Range: 1 to 2; Average: 1.5; Median: 1.5

Overview of Surveys – General Sciences: General Procedures and Safety Measures

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Each treatment and safety process has specific procedures and safety measure relies upon general sciences such as chemistry, cosmetic chemistry, infection control, and therefore, understanding safety procedures is imperative to prevent risk to health welfare and safety.
 - No reasoning: Needs further definition.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Although textbooks are valuable resources, sometimes the information contained is from a limited pool of contributors or becomes outdated. Also student's need to be supervised to instruct on their unique learning styles
 - No: N/A
- Minimum Hours Required?
 - Range: 0 to 25; Average: 10.4; Median: 12

Overview of Surveys – General Sciences: Cosmetic Chemistry

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Understanding chemistry, chemical safety, ingredients, contraindications, cosmetic chemistry are key to all processes an esthetician is required to perform and it is related to safety.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information without theoretical support from an instructor to include practical application would not be sufficient for effective training. Instructor interaction via online or in person theory reinforced with hands-on practical application promotes safe practicing technicians in the state of Virginia.
 - No: This course material could be taught in an online format to correspond with the textbook and a quiz to be completed.
- Minimum Hours Required?
 - Range: 10 to 24; Average: 14.3; Median: 10

Overview of Surveys – General Sciences: Products and Ingredients

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Understanding products and ingredients will ensure we are using the correct products on clients and not causing harm to their skin or causing allergic reactions. Especially since "cosmetic products, ingredients and their labeling do not require FDA approval" as cited by data in the fda.gov website.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Written information without theoretical support from an instructor to include practical application would not be sufficient for effective training. This section can be taught in an online format and in the classroom. Online, the students can be introduced to the product types and ingredients as presented in the textbook and have a quiz to complete. In the classroom, when students are presented with different products (from different product manufacturers), they need to understand why certain ingredients are in the product, their function, proper application, client consideration, and contraindications.
- Minimum Hours Required?
 - Range: 10 to 28.5; Average: 18.4; Median: 18

Overview of Surveys – General Sciences: Nutrition

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Nutrition is essential to our bodies and how they function. Our skin and hair are a good representation of our overall health. Students need to be taught this and how to be healthy. What foods are beneficial to the skin and hair and which are not. There are a variety of vitamins used in skin care products and they all effect the skin differently. This needs to be taught.
 - No reasoning: No specific harm to health, safety or welfare of the public. May be outside the scope of practice for an esthetician. Cannot diagnose/treat diseases and disorders of the skin or recommend food.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information without theoretical support from an instructor to include practical application would not be sufficient for effective training. Instructor needs to make the role of the esthetician clear.
 - No: This section could be taught online.
- Minimum Hours Required?
 - Range: 2 to 6.5; Average: 3.7; Median: 3

Panel Hour Recommendations

	Low	High	Avg.	Median	
General Sciences (Bacteriology)		3	80	15	5
General Sciences (Microorganisms)		2	80	14	3
General Sciences (Infection control, disinfection, sterilization)		5	16	9.5	10
General Sciences (OSHA requirements)		1	2	1.7	2
General Sciences (Safety Data Sheet)		1	2	1.5	1.5
General Sciences (General procedures and safety measures)		0	25	10.4	12
General Sciences (Cosmetic chemistry)		10	24	14.3	10
General Sciences (Products and ingredients)		10	28.5	18.4	18
General Sciences (Nutrition)		2	6.5	3.7	3
GENERAL SCIENCES - TOTAL		34	264	88.5	64.5

Overview of Surveys – Applied Sciences: Anatomy and Physiology

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians need to understand how the human body functions as an integrated whole. Estheticians must understand the effect that services will have on tissues organs and body systems. If a student is touching the body, they need to know how it functions. They need to know about muscles and how they work to prevent harm in massage and stretching. Knowledge of how cells grow and multiply and how cells group to become tissues and organs and body systems is essential to our work on the body. The skin and muscles are affected by many functions of the body.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Written information without theoretical support from an instructor to include practical application would not be sufficient for effective training. Physical injury as it pertains to improper massage techniques during treatments. Skin physiology is absolutely critical to the curriculum.
 - No: This section can be taught online. Students can be introduced to terminology as it is presented in the textbook and have a quiz to complete.
- Minimum Hours Required?
 - Range: 3 to 26; Average: 19.2; Median: 22.5

Overview of Surveys – Applied Sciences: Skin Structure and Function

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: The study of skin Physiology and Histology includes learning about the structure and function of the skin, layers of the skin, specialized cells, functions of the skin and includes physical and chemical processes, the aging process as well as interpreting the effects of UV damage, hormonal influences, and nutrition and its effects on skin health. Developing an understanding of your client's unique skin characteristics and responses can help you provide safe treatment and homecare recommendation. Without understanding the underpinning knowledge, it could endanger the client's health and safety.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Written information without theoretical support from an instructor to include practical application would not be sufficient for effective training.
 - No: This section can be taught in an online format to learn terminology and introduce them to different skin types, how the skin functions, and how it receives product ingredients. In the classroom, this information will go in line with what they will learn when it comes to the practical application of product on the skin.
- Minimum Hours Required?
 - Range: 6 to 30; Average: 20.2; Median: 25

Overview of Surveys – Applied Sciences: Skin Types

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Without correctly identifying skin type, a practitioner may use a product or ingredient that could harm the skin (burning, rashes, hyperpigmentation). Working with an individual of multi-ethnic DNA should be added to the curriculum. Just following the guidelines of the Fitzpatrick scale is no longer relevant to today's population.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Dialogue and practice of skin analysis on the practical floor is an integral part of instruction of this topic.
- Minimum Hours Required?
 - Range: 4.5 to 20; Average: 11.6; Median: 10

Overview of Surveys – Applied Sciences: Skin Conditions

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Must understand skin conditions otherwise they could exasperate a skin condition and they need to understand who should or should not be treated according to the indications and contraindications as listed by the manufacturer's instructions. Additionally, some skin conditions are a focal point for esthetician treatments. Sun damage is also considered a skin condition which is a focal point for estheticians. Estheticians can provide calming facials for clients who have rosacea that is under control by a physician. There are many skin conditions that estheticians work on. Estheticians need to understand the underpinning knowledge related to the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Instructor guided training is necessary to ensure a proper perspective and to cross reference theoretical cosmetic products and ingredients.
- Minimum Hours Required?
 - Range: 6 to 54; Average: 19.9; Median: 15

Overview of Surveys – Applied Sciences: Diseases and Disorders of the Skin

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Disease prevention, and recognition are essential to prevent harm to the client and to the esthetician. Needing to understand what the disease or disorder is and how to prevent the spread of the disease or disorder is essential to the licensed professional.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Although we cannot diagnose diseases or disorders, it is important to recognize anything that could be potentially infectious and to help guide the students rationally through diseases and disorders of the skin.
 - No: This topic could be taught online and in the classroom during client consultation, application of products, and performing a facial.
- Minimum Hours Required?
 - Range: 6 to 26; Average: 16.4; Median: 18

Panel Hour Recommendations

	Low	High	Avg.	Median	
Applied Sciences (Anatomy and physiology)		3	26	19.2	22.5
Applied Sciences (Skin structure and function)		6	30	20.2	25
Applied Sciences (Skin types)		4.5	20	11.6	10
Applied Sciences (Skin conditions)		6	54	19.9	15
Applied Sciences (Diseases and disorders of the skin)		6	26	16.4	18
APPLIED SCIENCES - TOTAL		25.5	156	87.3	90.5

Overview of Surveys – Skin Care: Health Screening

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians must know how to perform accurate health screenings to determine if a client is an appropriate candidate for the treatment. If they are not, performing that treatment without accurate health screening would possibly harm the client. For example, if a client has epilepsy and the Esthetician does not know to ask for that, they could potentially trigger a seizure just from simply looking at their skin under a mag lamp. There are many different conditions that an Esthetician must be familiar with in order to determine if that condition would contraindicate the person or if they should proceed with caution..
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic could be taught online and in the classroom during client consultation. The practitioner needs to have a thorough understanding of how to perform a client consultation, and what questions to ask regarding health concerns, medications, surgeries, and client expectations. This will help the practitioner to choose the best products for the right skin concerns so the client will have the desired results.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Minimum Hours Required?
 - Range: 3 to 30; Average: 14.1; Median: 10



Overview of Surveys – Skin Care: Skin Analysis and Consultation

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians must know how to perform accurate skin analysis and consultations to determine if a client is an appropriate candidate for treatment. If they are not, performing that treatment without providing an in-depth consultation and analysis could cause harm to the client. Estheticians must be familiar with many different skin conditions and how they appear on the skin. Clients may have different verbiage, so consultation skills are needed in order to truly understand what the client is saying.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic should be taught in the classroom and students need to have face time with clients to determine skin type, hydration, facial structure, and review the client's intake information. This topic is also addressed in the master esthetics curriculum, along with a deeper dive into anatomy, skin structure and functions, and should be kept in the curriculum. It should be taught with a view toward the relevance of master modalities (indications/contraindications).
- Minimum Hours Required?
 - Range: 6 to 45; Average: 24.4; Median: 20

Overview of Surveys – Skin Care: Effleurage and Related Movements and Manipulations of the Face and Body

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: This is part of the treatment protocol and it must be implemented safely. To be able to do so the esthetician must have the underpinning knowledge to do so. Some of these are related to different skin conditions. Massage is used in essentially every service we perform. Lymphatic drainage is also happening with massage and understanding how to massage a muscle to prevent harm an injury to the clients is essential.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Training should be performed in person so that students can learn and practice movements. Recommend board consider removing lymphatic drainage to body an face from the masters curriculum. Massage therapists need specialty training beyond basic massage therapy to perform this modality correctly and well. If kept in the curriculum, recommend limiting its application to the face, neck and décolleté and reduce the number of practicals to 20).
 - No: Learning the different massage techniques can be taught online in theory, but for the practical portion, this should be done in the classroom. Students need to have a good understanding of a person's skin, and facial structure, as well as how much pressure is to be applied when using different massage techniques.
- Minimum Hours Required?
 - Range: 5 to 25; Average: 17.3; Median: 20

Overview of Surveys – Skin Care: Cleansing Procedures

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Improper cleansing of the skin is more of a health issue than one that will do harm. Cleansing of the skin is primary in skincare. The client's skin should be cleansed thoroughly before any kind of skincare treatment. If makeup or other topicals are not removed at the beginning of the treatment, they could interact with products or equipment that may be used on the skin.
 - No reasoning: No specific harm to health, safety or welfare of the public unless incorrect product is selected for use.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: Students need to learn how to cleanse the skin properly without getting product into eyes, nose and mouth. They need proper instruction on how to use techniques as to how to perform this properly and prevent harm to the client.
 - No: No in person is best. Videos could be used to assist in developing/learning routine.
- Minimum Hours Required?
 - Range: 2 to 30; Average: 15.1 Median: 14

Overview of Surveys – Skin Care: Masks

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Using incorrect masking products and/or incorrect movements could potentially allow mask to disperse in the eyes/mouth/nose. Also improper removal/choice of product could cause irritation on the skin and worsen certain skin conditions.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic should be taught in the classroom as it involves the application of products to the skin. Product selection should be covered by ingredients section or reiterated in a document with application methods taught in person and on the practical floor.
- Minimum Hours Required?
 - Range: 2 to 25; Average: 13.3; Median: 10

Overview of Surveys – Skin Care: Extraction Techniques

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Extractions must be practiced in order to perform them in a safe and sanitary manner. Performing extractions on a client without enough training could lead to the spread of staph infections among other potentially pathogenic microorganisms. Additionally, clients could have scarring if the extractions are performed incorrectly.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic should be taught in the classroom as it involves the application of products to the skin. Product selection should be covered by ingredients section or reiterated in a document with application methods taught in person and on the practical floor. This topic should be taught in the classroom. This procedure involves analyzing the client's skin with a magnifying loop to look at the pores. The practitioner will need to have knowledge of the different types of acne, the difference between a pimple, pustule, and other eruptions in the skin, and the severity of each.
- Minimum Hours Required?
 - Range: 4.5 to 30; Average: 12.5, Median: 10

Overview of Surveys – Skin Care: Machines, Equipment and Electricity

- Health/Safety Concern? 7.0 Yes
 - Yes reasoning: This is part of the treatment protocol and it must be implemented safely. To be able to do so the esthetician must have the underpinning knowledge to do so. This is also related to proper tool and equipment selection according to skin type and condition. Estheticians must understand the machines and equipment they use, and electrical safety to determine if a client can receive a machine treatment safely. Equipment safety checks and maintenance is also important. Electrical and equipment safety is important not only for the technician but the client as well.
- Training Least Restrictive Manner to Mitigate? 7.0 Yes
 - Yes: In person training is important because every machine is different. The application and use of the electrical equipment must be supervised.
- Minimum Hours Required?
 - Range: 11 to 25; Average: 18.9; Median: 20

Overview of Surveys – Skin Care: Manual facials and treatments

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: There are many different steps used in a facial that require practice with the proper technique in order not to cause harm to the client or the skin. Students should have experience with all skin types and conditions to ensure the ability to practice safely.
 - No reasoning: None provided that contraindications to product ingredients and equipment are observed.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes. This topic should be taught in the classroom as it involves the hands-on application of product to the skin and manipulation of facial tissue.
- Minimum Hours Required?
 - Range: 10 to 100; Average: 47.9; Median: 50

Overview of Surveys – Skin Care: Machine, Electrical Facials and Treatments

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: There are many different steps used in a facial that require practice with the proper technique in order not to cause harm to the client or the skin. Students should have experience with all skin types and conditions to ensure the ability to practice safely. Estheticians must know machine, equipment, and electrical safety to determine if a client can receive a machine treatment safely. There are many different types of machines available for Estheticians so they must have a thorough understanding of electrical safety to operate and maintain the equipment they use.
 - No reasoning: None provided that contraindications to product ingredients and equipment are observed.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic should be taught in the classroom as it involves the hands-on application of product to the skin and manipulation of facial tissue.
 - This topic needs to be discussed by the board to elaborate what machines are taught. Currently it is not clear what can be used and not used under this license with all the new technologies that are being presented in the industry. The machines that are taught in the professional vs the master's level does not make sense. Why are we able to teach electrical current that goes into the body but can't teach mechanical exfoliation with a machine in this level? This is a topic that can cause harm to the client. THIS TOPIC NEEDS TO BE VISITED.

Minimum Hours Required?

- Range: 10 to 100; Average: 47.9; Median: 50

Overview of Surveys – Skin Care: Machine, Electrical Facials and Treatments

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Estheticians must know machine, electrical facials, and electrical safety to determine if a client is a suitable candidate and can receive the treatment safely. For example, using an electrode on a client with a medical implant or pacemaker could cause injury. Should be consolidated with item g – machines and equipment. This topic needs to be revisited by this panel. The way the regulations are written currently is not up to date with current trends.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes; in person training because all of the techniques involved using equipment, such as where to start, determine the baseline, what is the client's normal.
- Minimum Hours Required?
 - Range: 10 to 100; Average: 42.9; Median: 30

Overview of Surveys – Skin Care: General Procedures and Safety Measures

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: General procedures set the foundation to maintain safety in the workplace and school by ensuring that Estheticians are familiar with appropriate safety measures, should a student or client have an allergic reaction or in the event of emergency.
 - No reasoning: Needs further definition. Taught with previous topics.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: In person training because the students must be supervised until general procedures and safety measures become natural.
 - No: This topic could be taught in theory to go along with the textbook and quiz. A portion of the hours should be taught in the classroom for clarity.
- Minimum Hours Required?
 - Range: 0 to 45; Average: 17.6; Median: 10

Panel Hour Recommendations

	Low	High	Avg.	Median	
Skin Care (Health Screening)		3	30	14.1	10
Skin Care (Skin analysis and consultation)		6	45	24.4	20
Skin Care (Effleurage and related movements and manipulations of the face and body)		5	25	17.3	20
Skin Care (Cleansing procedures)		2	30	15.1	14
Skin Care (Masks)		2	25	13.3	10
Skin Care (Extraction techniques)		4.5	30	12.5	10
Skin Care (Machines, equipment and electricity)		11	25	18.9	20
Skin Care (Manual facials and treatments)		10	100	47.9	50
Skin care (Machine, electrical facials and treatments)		10	100	42.9	30
Skin care (General procedures and safety measures)		0	45	17.6	10
SKIN CARE - TOTAL		53.5	455	224	194



Overview of Surveys – Makeup: Setup, Supplies and Implements

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: This is the first step to performing the treatment it is imperative to understand how to safely set up and what supplies and implements are needed according to the client, and maintain safety and infection control.
 - No reasoning: No specific harm to health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: This topic should be taught in the classroom. Students need to be instructed on implements that are disposable (one-time use), how to set up their workstations, and how to properly clean after each client.
 - No: Could be textbook theory.
- Minimum Hours Required?
 - Range: 1 to 8; Average: 3.6; Median: 3

Overview of Surveys – Makeup: Color Theory

- Health/Safety Concern? 5:2 No
 - Yes reasoning: Although this is not related to safety you cannot perform the procedure without this knowledge. This question is not applicable in this instance.
 - No reasoning: No specific harm to health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: This topic can be taught in theory and in the classroom. Skin tones vary and students should have a good foundation on how to blend colors and differentiate between daytime, night time, and glamor makeup applications.
 - No: Could be textbook theory.
- Minimum Hours Required?
 - Range: 1 to 5; Average: 3.6; Median: 4

Overview of Surveys – Makeup: Consultation

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Consultation is needed to understand the needs and wants of the client and any possible health issues or problems that need to be recognized and any harm prevented.
 - No reasoning: No specific harm to health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic should be taught in the classroom. Clients need to have the individual sitting in front of them.
- Minimum Hours Required?
 - Range: 1 to 5; Average: 2.8; Median: 2

Overview of Surveys – Makeup: General and Special Occasion Application

- Health/Safety Concern? 4:3 Yes
 - Yes reasoning: In order to perform makeup in a safe and sanitary manner, you must know how to apply the makeup safely and properly to avoid harm to the client and potential spread of bacteria.
 - No reasoning: No specific harm to health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: This topic should be taught in the classroom. Clients need to have the individual sitting in front of them.
 - No: Written document will work. Students could also perform their practicals on their own time outside of school, providing before/after photos as evidence of their work
- Minimum Hours Required?
 - Range: 1 to 10; Average: 5.1; Median: 5

Overview of Surveys – Makeup: Camouflage

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: This would be determined by the type of camouflage makeup needed by the individual. The practitioner would need to be knowledgeable of skin type, tissue, muscles, etc. Certain makeup could cause skin irritation, rashes, or hyperpigmentation.
 - No reasoning: No specific harm to health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: In person training because makeup application works with clients underlying skin tones and theory is theory not actuality.
- Minimum Hours Required?
 - Range: 1 to 5; Average: 2.6, Median: 3

Overview of Surveys – Makeup: Application of False Lashes and Lash Extensions

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Eye injury can result or spread infections disease. No reasoning: No specific harm to health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: In person training, theory is only theory. Due of the polymerization of the glue, the client's eye shape and other factors that can be explained but must be experienced in person.
 - No: Further discussion needed on topic.
- Minimum Hours Required?
 - Range: 3 to 50, Average: 21.4; Median:20

Overview of Surveys – Makeup: Lash and Tinting

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: estheticians could cause eye infections or harm to the client with improper application as well as potentially spread infectious material.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This must be guided in person training. These tinting procedures can cause skin irritation if not applied correctly.
- Minimum Hours Required?
 - Range: 5 to 14.5; Average: 8.9; Median: 10

Overview of Surveys – Makeup: Lash Perming

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Practitioners will need to be knowledgeable of the eye, safety procedures, and products. Improper use of some products may cause damage to the client in the way of damaging the eye, burn the eyelash, or cause an infection.
 - No reasoning: Recommend removing from curriculum. Permanent makeup should require specialty training/certification in addition to esthetics license.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: This must be in person training. These chemicals generally are fast acting and students need supervision as their work is not up to speed in the beginning.
 - No: Recommend removing from curriculum. Permanent makeup should require specialty training/certification in addition to esthetics license.
- Minimum Hours Required?
 - Range: 0 to 10; Average: 7.1; Median: 7.5

Overview of Surveys – Makeup: Lightning of the Hair on Body Except Scalp

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: Practitioners will need to be knowledgeable of safety procedures and product ingredients. Improper use of some products may cause damage to the client. Product could burn the skin causing scarring or hyperpigmentation.
 - No reasoning: Not really a service used anymore. Unsure of definition – bleaching?
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Guided in person training due to the actions of the chemicals and possible contraindications.
 - No: If you can tint you can bleach. This can be taught another way. Recommend removing from curriculum.
- Minimum Hours Required?
 - Range: 0 to 3; Average: 1.6; Median: 2

Overview of Surveys – Makeup: General Procedures and Safety Measures

- Health/Safety Concern? 4:3 Yes
 - Yes reasoning: In order to perform makeup in a safe and sanitary manner, you must have the proper set up. Make-up product and implements must be sanitized and stored properly to prevent infection and spread of bacteria.
 - No reasoning: Needs further definition or remove from curriculum. Safety and general procedures should be covered under each subtopic.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: In person training and supervision until the actions of the person safely (not double dipping and bracing) applying makeup becomes more natural.
 - No: Recommend removing from curriculum.
- Minimum Hours Required?
 - Range: 0 to 10; Average: 4.1; Median: 4.25

Panel Hour Recommendations

	Low	High	Avg.	Median	
Makeup (Setup, supplies and implements)		1	8	3.6	3
Makeup (Color theory)		1	5	3.6	4
Makeup (Consultation)		1	5	2.8	2
Makeup (General and special occasion application)		1	10	5.1	5
Makeup (Camouflage)		1	5	2.6	3
Makeup (Application of false lashes and lash extensions)		3	50	21.4	20
Makeup (Lash and tinting)		5	14.5	8.9	10
Makeup (Lash perming)		0	10	7.1	7.5
Makeup (Lightning of the hair on body except scalp)		0	3	1.6	2
Makeup (General procedures and safety measures)		0	10	4.1	4.25
MAKEUP - TOTAL		13	120.5	60.8	60.8

Overview of Surveys – Body and Other Treatments: Body Treatments

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Many clients who have heart conditions or high blood pressure may not benefit from some body treatments. There are many health and safety issues related to the implementation of body treatments and the esthetician needs to have the underpinning knowledge to understand and safely provide this treatment.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: The types of body treatments could be taught online, but practical application should be done in the classroom.
- Minimum Hours Required?
 - Range: 2 to 12, Average: 6.4; Median: 5

Overview of Surveys – Body and Other Treatments: Body Wraps

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: The practitioner needs to have knowledge of the skin, product ingredients, and the use of spa implements and machines. A person may also experience claustrophobia and the practitioner needs to be able to know how to respond to the client's needs if this happens. There are also many contraindications including, for example, high blood pressure or pacemaker. Additionally, clients with varicose veins would require special consideration and adjustments in treatment.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: In person guided training due to the contraindications listed above.
- Minimum Hours Required?
 - Range: 1 to 12; Average: 3.9; Median: 3

Overview of Surveys – Body and Other Treatments: Body Masks

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: There are many contraindications including, for example, high blood pressure or pacemaker. Additionally, clients with varicose veins would require special consideration and adjustments in treatment.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: In person guided training due to the contraindications listed above.
 - No: Should be rolled into body wraps since masks are the most often used product in a body wrap.
- Minimum Hours Required?
 - Range: 1 to 5; Average: 3.9; Median: 3

Overview of Surveys – Body and Other Treatments: Body Scrubs

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: There are various types of body scrubs. The practitioner will know the product ingredients. Improper use of the wrong type of scrub could as a rash, burning, breaks in the skin, and skin sensitivity.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: In person guided training due to the contraindications listed above.
 - No: Should be covered under body treatments.
- Minimum Hours Required?
 - Range: 0 to 3; Average: 1.9; Median: 2

Overview of Surveys – Body and Other Treatments: Aromatherapy

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Essential oils are highly concentrated. Where they may be used safely in a diffuser, topical application should be used with extreme care. Essential oils when applied to a person's skin may cause stinging, burning, and hyperpigmentation, and a skin patch should be done. A practitioner will need to have knowledge of dilution ratios (concentration of the essential oil) that is used before applying them to the skin. Essential oils may also interact with a person's medication or existing health condition, so thorough screening is imperative. Here are links to a school that offers education in aromatherapy that will give insight into the complexity of the subject. Aromatherapy is more than merely smelling essential oils. Aromatherapy is a science. In these programs, students also study body systems, contraindications, and chemistry. If estheticians are taught the basics of aromatherapy that are taught in this program, it will offer safety and prevent harm to the public.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: This topic is in the textbook and taught online. If estheticians want to incorporate aromatherapy in the treatment room, this topic should be more in-depth in the form of an elective. Aromatherapy is a science all by itself, but it is not necessary for licensure.
 - No: Written information would be sufficient.
- Minimum Hours Required?
 - Range: 0.5 to 5; Average: 2.4; Median: 2

Overview of Surveys – Body and Other Treatments: General Procedures and Safety Measures

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: There are many procedures and safety measures associated with implementation of body and other treatments. It is important to understand the general procedures and safety measures to provide a safe treatment and environment for your client.
 - No reasoning: Should be addressed under each subtopic.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: This is important and students tend to not study a subject if they are not taught this by a live instructor. It's important to have time to give examples and give discussion time to students. Students need to have hands on instruction on this to prevent injury to the skin.
 - No: Should be addressed under each subtopic.
- Minimum Hours Required?
 - Range: 0.5 to 5; Average: 2.4; Median: 2

Panel Hour Recommendations

	Low	High	Avg.	Median	
Body and other treatments (Body treatments)		2	12	6.4	5
Body and other treatments (Body wraps)		1	12	3.9	3
Body and other treatments (Body masks)		1	5	2.6	3
Body and other treatments (Body scrubs)		0	3	1.9	2
Body and other treatments (Aromatherapy)		.5	5	2.4	2
Body and other treatments (General procedures and safety measures)		0	5	2.4	2
BODY AND OTHER TREATMENTS - TOTAL		4.5	42	19.6	17



Overview of Surveys – Hair Removal: Types of Hair Removal

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians must know the different types of hair removal to determine which is safe for use on specific clients. For example, waxing may be contraindicated for a client but sugaring might be acceptable as it does not adhere to the epidermis.
 - No reasoning: No specific harm to the health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 4:3 Yes
 - Yes: This is important and students tend to not study a subject if they are not taught this by a live instructor. It's important to have time to give examples and give discussion time to students. Students need to have hands on instruction on this to prevent injury to the skin.
 - No: Written document or virtual classroom.
- Minimum Hours Required?
 - Range: 1 to 5; Average: 2.9; Median: 2

Overview of Surveys – Hair Removal: Wax Types

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians must know the different types of wax to determine which is safe for use on specific clients. For example, soft wax is best for large body parts, whereas hard wax is most suitable for face and more private areas. There could be physical damage to skin, inc lifting, burns, scarring, product reactions and infection.
 - No reasoning: No specific harm to the health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: This must be done in person so that students have the chance to see the proper consistency of melted wax, a show and tell of you will.
 - No: This topic can be taught online to correspond with the textbook and taking a quiz for competency.
- Minimum Hours Required?
 - Range: 2 to 9; Average: 4.7; Median: 4

Overview of Surveys – Hair Removal: Tweezing

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians must know the different types of wax to determine which is safe for use on specific clients. For example, soft wax is best for large body parts, whereas hard wax is most suitable for face and more private areas. There could be physical damage to skin, inc lifting, burns, scarring, product reactions and infection.
 - No reasoning: No specific harm to the health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: This must be done in person so that students have the chance to see the proper consistency of melted wax, a show and tell of you will.
 - No: This topic can be taught online to correspond with the textbook and taking a quiz for competency.
- Minimum Hours Required?
 - Range: 1 to 5, Average: 2.5; Median: 2

Overview of Surveys – Hair Removal: Chemical

Hair Removal

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians should be trained in chemical hair removal in order to understand how to prevent harm to skin, for example, it's important to understand the appropriate duration of time to leave on tissue, as well as be able to assess and recognize proper effectiveness of treatment by skin reaction and avoid burns.
 - No reasoning: Not sure what this is referring to- cream depilatories are sold OTC and not applied in professional esthetic settings. Recommend removing from the curriculum.
- Training Least Restrictive Manner to Mitigate? 6:1 Yes
 - Yes: It's hard to explain "tension" and "pressure" theoretically.
- Minimum Hours Required?
 - Range: 0 to 15; Average: 4.1; Median: 1

Overview of Surveys – Hair Removal: Mechanical

Hair Removal

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians could cause harm to the skin if this is done improperly. Being able to apply and remove wax prevents burns, lesions, scarring, and the potential of removing skin.
 - No reasoning: Redundant as it should be covered under tweezing.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This is a vague subject. Although I take this to mean a device that pulls out hair, such a tool with rotating coils, this could also mean "electric tweezers" neither are commonly used in a professional setting. So unless a salon or spa had these devices then I suppose this could be a theory/classroom subject. Isn't threading a mechanical method of hair removal, in the broadest sense of the term? Should be covered under tweezing.
- Minimum Hours Required?
 - Range: 0 to 34; Average: 18.9; Median: 22.5

Overview of Surveys – Hair Removal: Mechanical

Hair Removal

- Health/Safety Concern? 6:1 Yes
 - Yes reasoning: Estheticians could cause harm to the skin if this is done improperly. Being able to apply and remove wax prevents burns, lesions, scarring, and the potential of removing skin.
 - No reasoning: Redundant as it should be covered under tweezing.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This is a vague subject. Although I take this to mean a device that pulls out hair, such a tool with rotating coils, this could also mean "electric tweezers" neither are commonly used in a professional setting. So unless a salon or spa had these devices then I suppose this could be a theory/classroom subject. Isn't threading a mechanical method of hair removal, in the broadest sense of the term? Should be covered under tweezing.
- Minimum Hours Required?
 - Range: 0 to 34, Average: 18.9; Median: 22.5

Overview of Surveys – Hair Removal: General Procedures and Safety Measures

- Health/Safety Concern? 5:2 Yes
 - Yes reasoning: Estheticians must know the safety measures and equipment safety related to hair removal processes and procedures. As well as the ability to maintain safety in the workplace and with their equipment during the treatment.
 - No reasoning: No specific harm to the health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 4:3 Yes
 - Yes: it is important to continue to monitor and guide students through each procedure, generally and for each specific procedure.
 - No: Can be taught online to correspond with the textbook and taking a quiz for competency. Should be covered under each subtopic. Recommend removing.
- Minimum Hours Required?
 - Range: 0 to 37; Average: 9.1; Median: 5

Panel Hour Recommendations

	Low	High	Avg.	Median
Hair removal (Types of hair removal)	1	5	2.9	2
Hair removal (Wax types)	2	9	4.7	4
Hair removal (Tweezing)	1	5	2.5	2
Hair removal (Chemical hair removal)	0	15	4.1	1
Hair removal (Mechanical hair removal)	0	34	18.9	22.5
Hair removal (General procedures and safety measures)	0	37	9.1	5
HAIR REMOVAL - TOTAL	4	105	42.2	36.5

