

BOARD FOR BARBERS AND COSMETOLOGY

REGULATORY ADVISORY PANEL

TENTATIVE AGENDA

JANUARY 17, 2025

10:00 A.M.

Department of Professional and Occupational
Regulation Board Room 2, 2nd Floor Conference
Center 9960 Mayland Drive
Richmond, Virginia 23233

Mission: Our mission is to protect the health, safety and welfare of the public by licensing qualified individuals and businesses enforcing standards of professional conduct for professions and occupations as designated by statute.

Members: Margaret LaPierre, Oanh Dang, Renee Gilanshah, Laura Todd, Meredith Harrison, Deborah Maffie, Kelly Hurt, Christine Werne, and Dr. Joseph Schibner

- I. CALL TO ORDER**
- II. EMERGENCY EVACUATION PROCEDURES**
- III. PUBLIC COMMENT**
- IV. CONTINUED OVERVIEW OF REGULATORY ADVISORY PANEL SURVEY RESULTS**
- VI. ADJOURN**

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position
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PERIMETER CENTER CONFERENCE CENTER
EMERGENCY EVACUATION OF BOARD AND TRAINING ROOMS
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Board Room 1

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Board Room 2

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You may also exit the room using the side door, turn **Right** out the door and make an immediate **Left**. Follow the corridor to the emergency exit at the end of the hall.

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Board Rooms 3 and 4

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Training Room 1

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

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Training Room 2

Exit the room using one of the doors at the back of the room. Upon exiting the doors, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.



Virginia Board for Barbers and Cosmetology

Regulatory Advisory Panel on Esthetics
September 23, 2024

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Agenda

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

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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

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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



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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

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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 prespective and to cross reference theoretical cosmetic products and ingredients
- Minimum Hours Required?
 - Range: 6 to 54; Average: 19.9 Median: 15

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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 nationally 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

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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 décollete 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

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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

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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

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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: 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

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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

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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

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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

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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

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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

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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

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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)	7	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

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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



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Discussion

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

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Discussion – Thoughts and Recommendations

- Thoughts and Recommendations?
 - Dual Program? What would that look like? Hours – 900? 1100?
 - Repetition of Orientation, Business subjects, Infection Control, Laws and Regulations, Anatomy and Physiology

Discussion – Topics to Combine

- School policies and procedures, Laws and Regulations
- Laws and Regulations in Board's other regulations is 10 hours
- Laws and Regulations, Skin Care, Applied Sciences, General Sciences, Body Treatments and Orientation and Business Topics

Discussion – Topics to Rename for Clarification?

- Hair Removal – Chemical hair removal

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Discussion – Topics to Remove/Add

- Add Enzyme Exfoliation?
 - Is this topic covered in current Basic Esthetics textbooks?
 - Is this topic already allowed by scope of practice? Is an enzyme exfoliation considered chemical exfoliation? Does this fall under 5(i)–(l) in Master Esthetics curriculum “Practical application and consultation for enzymes, herbal exfoliations and vitamin-based peels?”
- Add Microblading eyebrows?
 - Is this topic covered in current Basic Esthetics textbooks?
 - Most states require 100+ hours of training, bloodborne pathogens coursework and a tattoo license
- Add Dermablading?
 - Is this topic covered in current Basic Esthetics textbooks?
 - Is this topic already allowed by scope of practice? Appears to be already allowed, however it's not currently taught until Master Esthetics curriculum.
- Add Cryofacial? Cryotoning?
 - Is this topic covered in esthetics?

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Discussion – Topics to Remove/Add

- Galvanic treatment?
 - Is this topic covered in esthetics?
- Jet Plasma treatment?
 - Is this topic covered in esthetics?
- Add Dermarolling? How is that different than microneedling?
 - Is this topic covered in current Basic Esthetics textbooks? Will this require a change to the scope of practice?
- Others?

Panel Hour Recommendations

	Low	High	Avg.	Median	Current
Orientation, Advanced Business Subjects and Infection Control	14	87	40.2	34	45
State Laws, Rules and Regulations	1	10	5.3	4.5	10
Advanced Anatomy and Physiology	26	138	73.8	67	65
Advanced Skin Care and Advanced Modalities	17	202	84	63	90
Advanced Procedures and Chemical Exfoliation	72	519	263.4	243	270
Lymphatic Drainage	11	274	116.2	103.5	120
TOTAL	141	1,230	582.9	515	600

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Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: School Policies and Procedures

- Health/Safety Concern? 4:2 Yes
 - Yes reasoning: School policies are set forth to enforce rules regarding students safely attending school and providing services to the general public safely and sanitarily. School policies are established to comply with all industry, state and federal requirements/standards. In general, education in the field of Esthetics in a school is what protects the public and in order to attend school, students must be educated in policies and procedures.
 - No reasoning: No specific harm to the health, safety and welfare of the public.
- Training Least Restrictive Manner to Mitigate? 5:1 Yes
 - Yes: Training is the least restrictive way to address the harm regardless of the method this information is disseminated. Whether training is done in person with an instructor, via a written/digital document, this information is necessary for the student to be able to practice safely.
 - No: this is not something that needs to be demonstrated but can be read by the student. Unfortunately, not everyone is a strong reader, so it does need to be repeated in the classroom. Minimum Hours Required?
 - Range: 1 to 9; Average: 3.7; Median: 3

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Professional Ethics and Practices

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Ethics while is a global business topic to understand the concept itself, it is very specific to the master level profession. Basic level ethical business practice is a different discussion. This also includes adhering to the scope of practice of their profession. Referring clients to the appropriate qualified medical level practitioner when indicated, as well as offering services only within the scope of practice. Master level ethical business practice deals with ethically and safely delivering treatments such as not providing a treatment to someone who should not have that master level treatment..
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: Students need to be guided and coached on how to provide multiple services on the same client without thinking of only money. They need to see the effect of each of their services in a controlled setting (school clinic) so that they can understand and see the consequences of the advanced treatment. This is usually taught as students work on their classmates and observe their skin the next day.
- Minimum Hours Required?
 - Range: 3 to 12; Average: 6.5; Median: 5.5

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Ethics and Professional Conduct

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Ethics while is a global business topic to understand the concept itself, it is very specific to the master level profession. Basic level ethical business practice is a different discussion. This also includes adhering to the scope of practice of their profession, referring clients to the appropriate qualified medical level practitioner when indicated, as well as offering services only within the scope of practice. Master level ethical business practice deals with ethically and safely delivering treatments such as not providing a treatment to someone who should not have that master level treatment. The state should not be limiting business topics when these topics are necessary and required to maintain compliance with state regulations.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: This topic, first covered in professional esthetics, is so important that it deserves a full review in masters. There are too many estheticians currently operating outside their scope of practice, which may reflect a lack of understanding of this issue.
- Minimum Hours Required?
 - Range: 1 to 12; Average: 5.3; Median: 4.5

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Insurance and Liability issues

- Health/Safety Concern? 4:2 No
 - Yes reasoning: Insurance and liability are important because during the time that you are getting insurance you also have different stipulations and criteria that is taught that will further assist with the client's health and safety. There is also discussion of scope of practice again in this section as you will not be insured for stepping outside of your scope of practice. Practitioners also need to understand incompetence and negligence during their practice. The opportunity to teach this section ensures that practitioners are taking their profession seriously. Liability insurance is an integral part of running a business. The state should not be limiting business topics when these topics are necessary and required to maintain compliance with state regulations.
 - No reasoning: No specific harm to the public but is important for those hoping to own a business.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: the subject matter can be explained theoretically, but it must be reinforced throughout the course of study.
- Minimum Hours Required?
 - Range: 1 to 4; Average: 2; Median: 2

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Confidentiality and HIPPA

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Advanced treatments often require obtaining sensitive medical information and history from clients in order to ensure treatments offered are safe and free of contraindication. Therefore, Master Estheticians need training in client confidentiality and HIPAA rules and regulations.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: This can be taught theoretically but must be reinforced as the students discuss their day's services and the types of medications that their client might have revealed to the student.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 2.8; Median: 3

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Client Records and Documentation

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: It is required understand a client's health record how to document all visits and the associated change in information that accompanies each visit to provide treatment without causing harm, for example, if a client has an allergy. Each time the client comes in you need to check to find out if they have an allergy or a change in medication so just a one-time explanation of this topic is not going to facilitate the entirety and the level that is needed to ensure health wealth and safety of the citizens of the Commonwealth. Maintaining client records and confidentiality is imperative to properly adhere to HIPAA.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: in person and ongoing but this could also be combined with the HIPAA subject.
- Minimum Hours Required?
 - Range: 1 to 8; Average: 2.7; Median: 2

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Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Microbiology and Bacteriology

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Professionals must understand the science behind bacteriology in order to prevent the transmission of disease, to prevent cross contamination and to ensure the health welfare and safety of the citizens of the Commonwealth of Virginia, as well for themselves as technicians.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: Students do not learn by just reading text. They need to be taught in person the importance of such topics. This subject is taught in basic esthetics and can be a part of infection control.
- Minimum Hours Required?
 - Range: 2 to 8; Average: 4; Median: 4

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: Infection control, Disinfection and Sterilization

- Health/Safety Concern? 6:0 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? 6:0 Yes
 - Yes: in person training and theory. People don't often realize the act of cross contamination, for example, pushing back glasses while performing services. It is the Instructor's job to note this and provide learning opportunities.
- Minimum Hours Required?
 - Range: 2 to 12; Average: 7.2; Median: 7

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: OSHA, FDA and SDS

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Understanding SDS as well as how to use them in case of an emergency is imperative for health welfare and safety and how to act in the case of an emergency or allergic reaction. We follow OSHA standards to keep public safe. Appropriate instruction of OSHA requirements ensures all practitioners abide by the same safety standards to protect the public's health, safety, and welfare. Information regarding the FDA is imperative as well because we have to have an FDA approved disinfectant.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: Covered in professional esthetics, but review in masters is warranted.
- Minimum Hours Required?
 - Range: 1 to 8; Average: 3.3; Median: 2

Overview of Surveys – Orientation, Advanced Business Subjects and Infection Control: PPE

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Some advanced treatments require the use of PPE for both the technician and/or the client for safety. Examples include the use of protective eyewear during light based treatments and the use of masks during microdermabrasion, Master Estheticians need to be properly educated in the use of these items in order to ensure personal and public safety.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: proper procedures for donning and doffing of PPE takes practice to ensure there isn't self contamination.
- Minimum Hours Required?
 - Range: 1 to 8; Average: 2.7; Median: 1

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Overview of Surveys – State Laws, Rules and Regulations

- Health/Safety Concern? 6:0 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.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: Students need to be taught what is within their scope of practices.
- Minimum Hours Required?
 - Range: 1 to 10; Average: 5.3; Median: 4.5

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Panel Hour Recommendations

	Low	High	Avg.	Median	
Orientation, Advanced Business Subjects and Infection Control (School policies and Procedures)		1	9	3.7	3
Orientation, Advanced Business Subjects and Infection Control (Professional Ethics and Practices)		3	12	6.5	5.5
Orientation, Advanced Business Subjects and Infection Control (Ethics and Professional Conduct)		1	12	5.3	4.5
Orientation, Advanced Business Subjects and Infection Control (Insurance and Liability Issues)		1	4	2	2
Orientation, Advanced Business Subjects and Infection Control (Confidentiality and HIPAA)		1	6	2.8	3
Orientation, Advanced Business Subjects and Infection Control (Client Records and Documentation)		1	8	2.7	2
Orientation, Advanced Business Subjects and Infection Control (Microbiology and Bacteriology)		2	8	4	4
Orientation, Advanced Business Subjects and Infection Control (Infection Control, Disinfection and Sterilization)		2	12	7.2	7
Orientation, Advanced Business Subjects and Infection Control (OSHA, FDA and SDS)		1	8	3.3	2
Orientation, Advanced Business Subjects and Infection Control (PPE)		1	8	2.7	1
ORIENTATION - TOTAL		14	87	40.2	34
State Laws, Rules and Regulations		1	10	5.3	4.5
LAWS - TOTAL		1	10	5.3	4.5



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Overview of Surveys – Advanced Anatomy and Physiology: Advanced Anatomy and Physiology

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Without knowing anatomy and physiology people could get hurt during treatments. Familiarity with anatomy and physiology allows the Esthetician to treat different parts of the body appropriately. For example, there's an endangerment site at the temples. A basic understanding of the human body and it's functions are necessary to ensure health and safety. Anatomy and Physiology is covered in the Esthetic curriculum. Since the scope of practice is only "Epidermis", the current 65 hours minimum is not necessary.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: This is very detailed information that needs to be taught and understood. Theoretical for the body parts that lie below the stratum corneum layer of the epidermis.
- Minimum Hours Required?
 - Range: 5 to 24; Average: 12; Median: 10

Overview of Surveys – Advanced Anatomy and Physiology: Advanced Skin Structure and Functions

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: without knowing skin structure and function, Estheticians could cause harm with the services they perform and the products they recommend. For example, there are many conditions a client can have that are listed as "cautions" and not "contraindications". Without understanding the skin structure and function, students would not learn when to proceed with caution and when to decide something is a contraindication due to the way that person's skin is structured and functions. Understanding the fundamentals is crucial for application of critical thinking to address a multitude of skin types and conditions.
 - Yes reasoning: Histology which includes skin structure and functions at the advanced level is directly reflective of the master level treatments. Globalizing this as an introductory topic would not provide the training and necessary information to help protect the health welfare and safety citizens of the Commonwealth of Virginia.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: There are a lot of details and information that goes into the skin function. This takes a lot of studying and understanding of how the skin works.
- Minimum Hours Required?
 - Range: 5 to 24; Average: 13.8; Median: 14

Overview of Surveys – Advanced Anatomy and Physiology: Advanced Skin Typing and Conditions

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Without understanding skin types, an Esthetician could choose the wrong product and/or treatment option and possibly cause harm. For example, if a client skin type is dry and manual exfoliant is used, it could cause irritation or worse. Estheticians must be able to recognize skin conditions in order to properly treat them appropriately and effectively. If a student does not understand this, they could possibly give incorrect information to a client or perform a service that is contraindicated for that condition and cause harm.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: There are a lot of details and information that goes into the skin function and understanding skin types. This takes a lot of studying and understanding of how the skin works.
- Minimum Hours Required?
 - Range: 5 to 18; Average: 10.5; Median: 9

Overview of Surveys – Advanced Anatomy and Physiology: Advanced Disease and Disorder

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Understanding advanced diseases and disorders allows for the practitioner to understand the implications of this as related to the master level training which is correlated to master level treatments. Master Estheticians must be able to recognize diseases and disorders to be able to appropriately assess contraindication. This is directly related to the health welfare safety of the citizens of the Commonwealth of Virginia as well as practitioners.
 - No reasoning: No specific harm to health, safety or welfare of the public.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: There are a lot of details and information that goes into the skin function and understanding skin types and recognizing disease and disorders of the skin. This takes a lot of studying and understanding of how the skin works. we need to teach this subject but it should be covered in Esthetics. I don't know why we cover "advanced diseases and disorders".
- Minimum Hours Required?
 - Range: 5 to 18; Average: 10.5; Median: 9

Overview of Surveys – Advanced Anatomy and Physiology: Advanced Cosmetic Ingredients

- Health/Safety Concern? 5:1 Yes
 - Yes reasoning: Master level treatments have an advanced level that must be taught especially related to cosmetic ingredients. This is related to home care aftercare products used within the treatment itself as well as product selection for peels and other modalities. This is imperative for the health welfare and safety of the citizens of the Commonwealth of Virginia. Not understanding this can cause a multitude of issues related to allergic reactions and the need to have the ability to use the SDS sheet. This is not just a topic related to lack of optimal outcomes and a home care or treatment room process it goes much further which is deeply related into safety concerns.
 - No reasoning: This subtitle is irrelevant. If we are talking prescription skincare (Retin A or antibiotics for acne), that is a different title. We are not product manufactures, nor cosmetic chemists. Generally, we buy into a particular product line and receive manufacturer's training.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: students need to be taught these importance ingredients and how they react with the skin. Could be a theory topic only.
- Minimum Hours Required?
 - Range: 2 to 24; Average: 13; Median: 13.5

Overview of Surveys – Advanced Anatomy and Physiology: Pharmacology

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Master level treatments have an advanced level that must be taught especially related to cosmetic ingredients and pharmacology we must interrelate and connect these two components. This is related to home care aftercare products used within the treatment itself as well as product selection for peels and other modalities. This is imperative for the health welfare and safety of the citizens of the Commonwealth of Virginia. Not understanding this can cause a multitude of issues related to allergic reactions and the need to have the ability to use the SDS sheet. This is not just a topic related to lack of optimal outcomes and a home care or treatment room process it goes much further which is deeply related into safety concerns. If we are not capable of understanding what medications are indicated or contraindicated, we can't begin to administer any treatments. The master level is much more in detail and requires a deep understanding of these concepts.
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: Students need to be taught these importance drugs and how they react with the skin. Could be theory training only.
- Minimum Hours Required?
 - Range: 2 to 18; Average: 8.2; Median: 6

Overview of Surveys – Advanced Anatomy and Physiology: Advanced Homecare

- Health/Safety Concern? 6:0 Yes
 - Yes reasoning: Proper homecare recommendations are essential to ensure safe treatments. This includes recommendations for products to be used prior to treatment to help prevent adverse reactions and post care recommendations to ensure proper healing after treatment. If someone is using a prescribed skincare product with a drug as an ingredient, then that is definitely out of our scope. "Homecare" as a subject is relevant and we need to help people understand the effects of active ingredients. But this should not be just be "master esthetics".
- Training Least Restrictive Manner to Mitigate? 6:0 Yes
 - Yes: Students need to be taught this process and information. Could be theory only.
- Minimum Hours Required?
 - Range: 2 to 12; Average: 5.8; Median: 5.5

Panel Hour Recommendations

	Low	High	Avg.	Median
Advanced Anatomy and Physiology (Advanced Anatomy and Physiology)	5	24	12	10
Advanced Anatomy and Physiology (Advanced Skin Structure and Function)	5	24	13.8	14
Advanced Anatomy and Physiology (Advanced Skin Typing and Conditions)	5	18	10.5	9
Advanced Anatomy and Physiology (Advanced Disease and Disorders)	5	18	10.5	9
Advanced Anatomy and Physiology (Advanced Cosmetic Ingredients)	2	24	13	13.5
Advanced Anatomy and Physiology (Pharmacology)	2	18	8.2	6
Advanced Anatomy and Physiology (Advanced Homecare)	2	12	5.8	5.5
ADVANCED ANATOMY AND PHYSIOLOGY- TOTAL	26	138	73.8	67



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Overview of Surveys – Advanced Skin Care and Modalities: Introduction to Microdermabrasion and Dermaplaning

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Damage to the skin due to lack of understanding of proper technique, indications, contraindications for these services. Microdermabrasion can cause hyperpigmentation and erythema if performed incorrectly and if performed on the wrong individuals. Dermaplaning can cause abrasion to the skin and may release lipids. There is potential harm if the procedure causes breaks in the skin where blood is released.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training requires 2 hours of theory to review history, types of wet/dry microdermabrasion, hydrodermabrasion, and dermaplaning (history, types of blades, technique), combination treatments (micropeel, dermapeel).
- Minimum Hours Required?
 - Range: 1 to 10; Average: 4.9; Median: 4

Overview of Surveys – Advanced Skin Care and Modalities: Indications and Contraindications for Crystal Microdermabrasion

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Damaging the skin with improper application. Harm done by overexposure and inhaling the crystals. What to do if crystals get into a client's eyes, nose or mouth and prevention.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: To address the importance of proper prep and procedure and to explain this treatment. I do not think this should be a required practical application due to the health risks. Crystal microderm really is not done anymore. Recommend changing this item to indications and contraindications for microdermabrasion.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 2.6; Median: 2

Overview of Surveys – Advanced Skin Care and Modalities: General Procedures and Safety Measures for Crystal Microdermabrasion

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Damaging the skin with improper application. Harm done by overexposure and inhaling the crystals. What to do if crystals get into a clients eyes nose or mouth and prevention.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: To address the importance of proper prep and procedure and to explain this treatment. I do not think this should be a required practical application due to the health risks..
- Minimum Hours Required?
 - Range: 1 to 14; Average: 4.4; Median: 2

Overview of Surveys – Advanced Skin Care and Modalities: Indications and Contraindications for Crystal-free Microdermabrasion and Dermaplaning

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: There are certain skin and health conditions where this type of procedure is contraindicated. Such as cystic acne, individuals on blood thinners, and diabetics. Harming the skin or cutting a client if improper exfoliation procedure and process are performed.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This topic can be taught in theory but should also be practiced in the classroom. Students should have a greater knowledge of anatomy, skin texture, and muscles in the face.
- Minimum Hours Required?
 - Range: 1 to 7; Average: 3.4; Median: 2

Overview of Surveys – Advanced Skin Care and Modalities: General Procedures and Safety Measures for Crystal-free Microdermabrasion and Dermaplaning

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Microdermabrasion equipment varies. Students should have an understanding of different types of microdermabrasion equipment and different types of implements used for dermaplaning. Some issues can be made worse, depending on root cause using forms of physical exfoliation.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This should be taught only in the classroom. Students require proper instruction on specifics on these types of surface exfoliation.
- Minimum Hours Required?
 - Range: 2 to 30; Average: 9.5; Median: 6.5

Overview of Surveys – Advanced Skin Care and Modalities: Equipment safety; Crystal and Crystal-free Microdermabrasion and Dermaplaning

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Incorrect use of equipment and tools used in either of these modalities can cause harm to the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: It is essential to understand how the equipment and tools used in these modalities may cause harm to the skin. This topic can be taught in theory, but also in the classroom in practical application. Students need to learn how to clean the microdermabrasion machine after each use and at the end of the day. They should also be instructed on the proper way to dispose of the sharps used in dermaplaning. Students should also have instructions on what procedures to take in the event of a blood spill and the importance of a sharps container. Also, the proper way to have a sharps container disposed of.
- Minimum Hours Required?
 - Range: 2 to 7; Average: 3.3; Median: 2

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Overview of Surveys – Advanced Skin Care and Modalities: Waste Disposal and OSHA

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Disposal of the crystals for microdermabrasion and Sharps used in dermaplaning should be properly disposed of to prevent cross-contamination or injury to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: In person and theory. An experienced instructor can demonstrate and guide students through proper disposal with an exposure incident.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 3; Median: 2

Overview of Surveys – Advanced Skin Care and Modalities: Introduction to Microdermabrasion Techniques and Proper Protocols

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: without proper training of these tools and techniques, these procedures could cause damage to the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: these are tools used in the practical application of products and equipment.
- Minimum Hours Required?
 - Range: 2 to 10; Average: 5; Median: 4

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Overview of Surveys – Advanced Skin Care and Modalities: Machine Parts, Operation, Protocols, Care, Waste Disposal and Safety

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Without proper training of the equipment and tools, they can potentially cause harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: These are hands-on techniques that should be taught in the classroom.
- Minimum Hours Required?
 - Range: 2 to 7; Average: 4; Median: 3.5

Overview of Surveys – Advanced Skin Care and Modalities: Practical Application and Consultation for Crystal Microdermabrasion

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Improper application and consultation could harm the public. The public is more aware of advanced treatments and will often request specific equipment settings. New licensees may be too acquiescent to the client's demand. Should be discussed but this is old technology, should not be used.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Practical application under direct supervision of an Instructor. Should be discussed but this is old technology, should not be used.
- Minimum Hours Required?
 - Range: 0 to 25; Average: 11.8; Median: 11.5

Overview of Surveys – Advanced Skin Care and Modalities: Practical Application and Consultation for Crystal-free Microdermabrasion and Dermaplaning

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: The public is more aware of advanced treatments and will often request specific equipment settings. New licensees may be too acquiescent to the client's demand. The current trend is to combine advanced treatments, such as Dermaplaning and Chemical peel. So students are being exposed to these extreme practices without realizing the dangers.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This training should be done in the classroom as this is a hands-on procedure. Under the direct supervision of a licensed Instructor.
- Minimum Hours Required?
 - Range: 2 to 55; Average: 23.6; Median: 20

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Overview of Surveys – Advanced Skin Care and Modalities: Pretreatment and Posttreatment for Microdermabrasion

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: The public and students are stacking advanced treatments with realizing the consequences, such as post inflammatory hyperpigmentation, increased UV radiation sensitivity and/or immune system response.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Should be combined with the practical application task lines and an extra hour for each added. Also dermaplaning pre and post should be included.
- Minimum Hours Required?
 - Range: 2 to 25; Average: 8.5; Median: 3.5

Panel Hour Recommendations

	Low	High	Avg.	Median
Advanced skin care and advanced modalities (Introduction to microdermabrasion and dermaplaning)	1	10	4.9	4
Advanced skin care and advanced modalities (Indications and contraindications for crystal microdermabrasion)	1	6	2.6	2
Advanced skin care and advanced modalities (General procedures and safety measures for crystal microdermabrasion)	1	14	4.4	2
Advanced skin care and advanced modalities (Indications and contraindications for crystal-free microdermabrasion and dermaplaning)	1	7	3.4	2
Advanced skin care and advanced modalities (General procedures and safety measures for crystal-free microdermabrasion and dermaplaning)	2	30	9.5	6.5
Advanced skin care and advanced modalities (Equipment safety: crystal and crystal-free microdermabrasion and dermaplaning)	2	7	3.3	2
Advanced skin care and advanced modalities (Waste disposal, Occupational Safety and Health Administration (OSHA))	1	6	3	2
Advanced skin care and advanced modalities (Introduction to microdermabrasion techniques and proper protocols)	2	10	5	4
Advanced skin care and advanced modalities (Machine parts, operation, protocols, care, waste disposal and safety)	2	7	4	3.5
Advanced skin care and advanced modalities (Practical application and consultation for crystal microdermabrasion)	0	25	11.8	11.5
Advanced skin care and advanced modalities (Practical application and consultation for crystal-free microdermabrasion and dermaplaning)	2	55	23.6	20
Advanced skin care and advanced modalities (Pretreatment and posttreatment for microdermabrasion)	2	25	8.5	3.5
ADVANCED SKIN CARE - TOTAL	17	202	84	63

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Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Advanced Skin Care Analysis, Consultation, Health Screening and Documentation

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: damage to the skin and emotional trauma if chemical exfoliation modalities are not properly understood and applied. Understanding of indications and contraindications critical.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Although theoretically these skills can be taught, but it is my experience that students need to perform skin analysis and verbal consultations repeatedly to overcome trepidation and to gain confidence.
- Minimum Hours Required?
 - Range: 4 to 24; Average: 9.7; Median: 7.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Advanced Procedures, Light Treatments, LED, IPL

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Intense pulsed light can burn skin if not done properly. LED and IPL can cause seizures in clients who are prone to them. Very important that students understand indications and contraindications (seizures, pregnancy, etc.). There is a huge difference in an LED treatment and an IPL. LED side effects are cited as "rare" by the Cleveland Clinic. Is IPL in Scope for skin rejuvenation? IPL is not laser. Regardless, due to skin sensitivity and some skin disorders/diseases there needs to be an understanding of "light therapy". For example photosensitive epilepsy may be a concern with flashing or flickering lights. This treatment should be permitted for the Professional Esthetician, and should not be considered a Master Modality.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: How to use the lights and protect the client as to not harm them. This treatment should be permitted for the Professional Esthetician, and should not be considered a Master Modality.
- Minimum Hours Required?
 - Range: 3 to 36; Average: 15.7; Median: 9

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Advanced Manual, Machine and Electric Treatment, Microcurrent and Ultrasound

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: These treatments can interrupt/interfere with devices that regulate body functions, such as pacemakers. Understanding indications and contraindications (pregnancy, pacemakers) is critical. This sentence confuses me, I think it needs to be clarified so that its meaning is clear. Such as Electric treatments as it pertains to microcurrent and ultrasound. Also making ultrasound understood to be ultrasonic devices, either for cleaning, product penetration and/or cavitation.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: knowledge of the machines, the purpose and how to use them properly as to not harm the skin.
- Minimum Hours Required?
 - Range: 1 to 64; Average: 22.7; Median: 13.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Introduction to Chemical Exfoliation and Peels of the Epidermis

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Improper use of chemical exfoliants and peels could potentially harm the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: need to be taught about peels , ingredients, how they work, why they work and harm that can be done if improperly used.
- Minimum Hours Required?
 - Range: 2 to 18; Average: 8; Median: 8

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Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Fundamentals of Skin Care Associated with Chemical Exfoliation, Peels and Wound Healing

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Chemically burning the skin, causing scarring, hyperpigmentation, etc. Without a full understanding of the skin types, ethnic groups, pH of products, and anatomy of the skin, this could harm the public. Does this mean the care of skin? Or skincare? Because if it is the care of skin associated with chemical exfoliation, then that subject could be covered under "pre and post care". Or is the subject really wound healing due to the chemical peel? If so, then it is still post care.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Need to be taught about peels , ingredients, how they work, why they work and harm that can be done if improperly used.
- Minimum Hours Required?
 - Range: 1 to 18; Average: 12.6; Median: 12

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Pretreatment and Posttreatment for Chemical Exfoliation and Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: If students do not prep and treat the skin properly, the client can have adverse reactions, chemical burns, scarring, and pigmentation issues. Need to ensure the public understands that all of these treatments are controlled wounding of the epidermis and care for themselves as such. Can be combined in with the other subjects "pre' and "post".
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: this training should be done in the classroom as this is a hands-on procedure.
- Minimum Hours Required?
 - Range: 1.5 to 12; Average: 7; Median: 6

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

Assessing Suitability and Predicting Chemical Exfoliation Efficacy

- Health/Safety Concern? 5:0 Yes
 - Yes reasoning: Having a good foundation of the types of chemical exfoliation and choosing the right chemical for the right skin type or ethnic group would prevent harm to the public.
- Training Least Restrictive Manner to Mitigate? 5:0 Yes
 - Yes: This training should be done in the classroom as this is a hands-on procedure.
- Minimum Hours Required?
 - Range: 0.5 to 6; Average: 4.4; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

General Practical Application and Consultation Protocols

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Consultation and practical application of chemical exfoliants will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin.
- 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:2 to 36; Average: 14.3; Median: 8

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Practical Application and Consultation for Enzymes, Herbal Exfoliations, and Vitamin-based Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Consultation and practical application of enzymes, herbal exfoliants, and vitamin-based peels will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin. To prevent harm to the skin. These should not be grouped together. Enzymes need to be addressed separately. There are many enzyme products on the market that are gentle enough for daily use and this should be specified or permitted for a Professional Esthetician. ** This topic needs to be discussed further by the board/panel.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This training should be done in the classroom as this is a hands-on procedure. To understand the products and how they work and interact with the skin.
- Minimum Hours Required?
 - Range: 10 to 25; Average: 17.8; Median: 20

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Indications and Contraindications for Enzymes, Herbal Exfoliations and Vitamin-based Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: A thorough understanding of the indications and contraindications would prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin. Safety due to a chemical burn or unintended consequences of the Vitamin Based peel. If enzymes are left in, then since several enzyme exfoliant are fruit based, I suppose a food allergy could be triggered.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: this training should be done in the classroom as these are hands-on procedures.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 4.5; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: General

Procedures and Safety Measures for Herbal Exfoliations and Vitamin-based Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Knowledge of how different exfoliants work. Knowledge of the degree of harm or how they work or their efficacy or lack of efficacy of these products have on the skin as to how they are applied and to the content of ingredients.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Knowledge of ingredients and how they work as to not harm the skin. How to apply them as to not apply improperly and harm the skin.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 4; Median: 4.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

Pretreatments and Posttreatments for Herbal Exfoliations and Vitamin-based Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: important to have a thorough knowledge of the skin type, ethnic group, and skin tissue. Pre and post-treatment of these types of exfoliation will prevent harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: knowledge as to how to prep the skin and care for it after the treatment to prevent irritation, sensitivity, burns and pigmentation issues. This subject could be covered in "general procedures and safety measures."
 - 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: 1 to 6; Average: 4; Median: 4.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

Practical Application and Consultations for Alpha Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training in practical application and consultation of alpha hydroxy peels will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin. Understanding of how AHA acids work with the skin types. Which ones to use for specific skin conditions or concerns.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training should be done in the classroom as this is a hands-on procedure.
- Minimum Hours Required?
 - Range: 8 to 36; Average: 22.3; Median: 22.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Indications and Contraindications for Alpha Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training in indications and contraindications of alpha hydroxy peels will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training of these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 1 to 10; Average: 5.5; Median: 5.3

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

General Procedures and Safety Measures for Alpha Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training in general procedures and safety measures of alpha hydroxy peels will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: To know how to apply the peels properly as to not damage the skin. Could be combined with another topic.
- Minimum Hours Required?
 - Range: 2 to 36; Average: 3.6; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Pretreatment and Posttreatment for Alpha Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training in these topics for alpha hydroxy peels will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 2 to 6; Average: 10.6; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

Practical Application and Consultation for Beta Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Understanding of how BHA acids work with the skin types. Which ones to use for specific skin conditions or concerns.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Practical application to ensure safety in application and efficient consultation.
- Minimum Hours Required?
 - Range: 2 to 36; Average: 18.5; Median: 17.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Indications and Contraindications for Beta Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: it is important to learn who is contraindicated and why. For pregnant clients may want to avoid BHA.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures..
- Minimum Hours Required?
 - Range: 1 to 10; Average: 5.3; Median: 5.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

General Procedures and Safety Measures for Beta Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training in general procedures and safety measures of beta hydroxy peels will prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin..
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 2 to 6; Average: 4.6; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation:

Pretreatment and Posttreatment for Beta Hydroxy Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: need to know how to prep the skin and aftercare to the skin correctly so harm is not done to the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: need to know how to prep the skin and aftercare to the skin correctly so harm is not done to the skin.
- Minimum Hours Required?
 - Range: 2 to 6; Average: 3.6; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Practical Application and Consultation for Jessner and Modified Jessner Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: These can be very strong peels and can have adverse reactions on the skin. Important to know how to apply properly as to not harm the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 8 to 36; Average: 20.3; Median: 20

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Indications and Contraindications for Jessner and Modified Jessner Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: more people can be contraindicated for these peels than AHA/BHA.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 2 to 10; Average: 5; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: General

Procedures and Safety Measures for Jessner and Modified Jessner Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Understanding the safety measures to the skin and harm that can happen if performed or applied improperly.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Understanding the safety measures to the skin and harm that can happen if performed or applied improperly.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 4; Median: 4.5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Pretreatment and Posttreatment for Jessner and Modified Jessner Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Understanding the safety measures to prep the skin as to not cause harm to the client. And proper after care to not leave scarring or pigmentation issues with the skin.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 4; Median: 4.5

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Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Practical

Application and Consultation for Trichloroacetic Acid Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Very strong peels and can have adverse reactions on the skin and the thyroid. Important to know if you should apply the peel and how many layers to apply or not as to not cause harm to the client.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: This peel penetrates deeper and proper technique is absolutely necessary.
- Minimum Hours Required?
 - Range: 8 to 36; Average: 20.3; Median: 20

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Indications and Contraindications for Trichloroacetic Acid Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Understand what skin types and conditions are suitable for this type of peel as to not cause harm to the skin by scarring, burning or pigmentation issues.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 1 to 10; Average: 5.5; Median: 5.3

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: General

Procedures and Safety Measures for Trichloroacetic Acid Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Understand what skin types and conditions are suitable for this type of peel as to not cause harm to the skin by scarring, burning or pigmentation issues.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on these topics should be done in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 2 to 6; Average: 4.6; Median: 5

Overview of Surveys – Advanced Procedures and Chemical Exfoliation: Pretreatment and Posttreatment for Trichloroacetic Acid Peels

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training pre and post-treatment of trichloroacetic acid peels would prevent harm to the public. This will prevent hyperpigmentation, burning, and scarring of the skin. This is controlled wounding of the epidermis.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: how to prep the skin properly and post treatment for the skin so to not burn or cause harm to the client.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 4; Median: 4.5

Panel Hour Recommendations

	Low	High	Avg.	Median
Advanced Procedures and Chemical Exfoliation (Advanced Skin Analysis, Consultation, Health Screening and Documentation)	4	24	9.7	7.5
Advanced Procedures and Chemical Exfoliation (Advanced Procedures, Light treatments, LED and IPL)	3	36	15.7	9
Advanced Procedures and Chemical Exfoliation (Advanced Manual, Machine and electric treatment, Microcurrent and Ultrasound)	1	64	22.7	13.5
Advanced Procedures and Chemical Exfoliation (Intro to Chemical Exfoliation and Peels of the Epidermis)	2	18	8	8
Advanced Procedures and Chemical Exfoliation (Fundamentals of Skin Care Associated with Chemical Exfoliation, Peels and Wound Healing)	1	18	12.6	12
Advanced Procedures and Chemical Exfoliation (Pretreatment and Posttreatment for Chemical Exfoliation and Peels)	1.5	12	7	6
Advanced Procedures and Chemical Exfoliation (Assessing Suitability and Predicting Chemical Exfoliation Efficacy)	.5	6	4.4	5
Advanced Procedures and Chemical Exfoliation (General Practical Application and Consultation Protocols)	2	36	14.3	8
Advanced Procedures and Chemical Exfoliation (Practical Application and Consultation for Enzymes, Herbal Exfoliations and Vitamin-based Peels)	10	25	17.8	20
Advanced Procedures and Chemical Exfoliation (Indications and Contraindications for Enzymes, Herbal Exfoliations and Vitamin-based Peels)	1	6	4.5	5
Advanced Procedures and Chemical Exfoliation (General Procedures and Safety Measures for Herbal Exfoliations and Vitamin-based Peels)	1	6	4	4.5
Advanced Procedures and Chemical Exfoliation (Pretreatments and Posttreatments for Herbal Exfoliation and Vitamin-based Peels)	1	6	4	4.5
Advanced Procedures and Chemical Exfoliation (Practical Application and Consultation for Alpha Hydroxy Peels)	8	36	22.3	22.5
Advanced Procedures and Chemical Exfoliation (Indications and Contraindications for Alpha Hydroxy Peels)	1	10	5.5	5.3
Advanced Procedures and Chemical Exfoliation (General Procedures and Safety Measures for Alpha Hydroxy Peels)	2	36	3.6	5
Advanced Procedures and Chemical Exfoliation (Pretreatments and Posttreatments for Alpha Hydroxy Peels)	2	6	10.6	5



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Panel Hour Recommendations

	Low	High	Avg.	Median
Advanced Procedures and Chemical Exfoliation (Practical Application and Consultation for Beta Hydroxy Peels)	2	36	18.3	17.5
Advanced Procedures and Chemical Exfoliation (Indications and Contraindications for Beta Hydroxy Peels)	1	10	5.3	5.5
Advanced Procedures and Chemical Exfoliation (General Procedures and Safety Measures for Beta Hydroxy Peels)	2	6	4.6	5
Advanced Procedures and Chemical Exfoliation (Pretreatments and Posttreatments for Beta Hydroxy Peels)	2	6	3.6	5
Advanced Procedures and Chemical Exfoliation (Practical Application and Consultation for Jessner and Modified Jessner Peels)	8	36	20.3	20
Advanced Procedures and Chemical Exfoliation (Indications and Contraindications for Jessner and Modified Jessner Peels)	2	10	5	5
Advanced Procedures and Chemical Exfoliation (General Procedures and Safety Measures for Jessner and Modified Jessner Peels)	1	6	4	4.5
Advanced Procedures and Chemical Exfoliation (Pretreatments and Posttreatments for Jessner and Modified Jessner Peels)	1	6	4	4.5
Advanced Procedures and Chemical Exfoliation (Practical Application and Consultation for Trichloroacetic Acid Peels)	8	36	20.3	20
Advanced Procedures and Chemical Exfoliation (Indications and Contraindications for Trichloroacetic Acid Peels)	1	10	5.5	5.3
Advanced Procedures and Chemical Exfoliation (General Procedures and Safety Measures for Trichloroacetic Acid Peels)	2	6	4.6	5
Advanced Procedures and Chemical Exfoliation (Pretreatments and Posttreatments for Trichloroacetic Acid Peels)	1	6	4	4.5
ADVANCED PROCEDURES AND CHEMICAL EXFOLIATION - TOTAL	72	519	263.4	243

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Overview of Surveys – Lymphatic Drainage:

Introduction to Lymphatic Drainage

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Extensive knowledge of the lymphatic system and anatomy needs to be taught to perform this type of service. This should be performed on the face but Estheticians should NOT perform this on the entire body. MLD on the body should be out of the scope of an esthetician.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: raining on this topic can be taught in theory and in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 1 to 36; Average: 13.4; Median: 6

Overview of Surveys – Lymphatic Drainage: Tissues and Organs of the Lymphatic System

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to learn the anatomy of the lymphatic system and how this type of modality could cause pooling of lymphatic fluid in the body which could cause harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Should be taught and knowledge of the tissues and organs so harm is not done to the client.
- Minimum Hours Required?
 - Range: 1 to 18; Average: 9.8; Median: 11

Overview of Surveys – Lymphatic Drainage: Functions of the Lymphatic System

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to learn the functions of the lymphatic system and how it plays a role in overall health and the circulatory system. Not understanding the function could cause harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on this topic could be taught in theory and in the classroom as they are part of hands-on procedures.
- Minimum Hours Required?
 - Range: 1 to 12; Average: 6.8; Median: 6

Overview of Surveys – Lymphatic Drainage: Immunity

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Training on immunity and its role in the lymphatic system is an important part of overall health and the immune system. Not understanding this aspect could harm the public. I am not sure that "Immunity" is correct here. Does this mean "principles of immunity"? Or the "Immune System" and how lymphatic massage affects it? Either way, yes. If it is Principles of Immunity, that subject is taught in Basic but it is our responsibility to understand community spread and our role.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: training on this topic can be taught in theory.
- Minimum Hours Required?
 - Range: 1 to 6; Average: 3.5; Median: 2.5

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Overview of Surveys – Lymphatic Drainage: Etiology of Edema

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to understand how and why edema occurs in the body (whether it is by injury, surgery, or removal of lymph nodes). It is important to understand how to assist the body in reducing edema.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: understanding why and how our body function and why we would see edema, so not to cause harm to the client when performing this treatment.
- Minimum Hours Required?
 - Range: 1 to 10; Average: 4.5; Median: 3.5

Overview of Surveys – Lymphatic Drainage: Indications and Contraindications for Lymphatic Drainage

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to learn that this type of modality could cause a pooling of lymphatic fluid in the body which could cause harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Understanding how this system functions and understanding MLD and how the body works as to not cause harm to the client when performing this.
- Minimum Hours Required?
 - Range: 1 to 12; Average: 6.3; Median: 6

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Overview of Surveys – Lymphatic Drainage: Lymphatic Drainage Manipulations and Movements

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to learn that this type of modality could cause a pooling of lymphatic fluid in the body which could cause harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Understanding how this system functions and understanding MLD and how the body works as to not cause harm to the client when performing this. If this is performed improperly harm can be done to the client.
- Minimum Hours Required?
 - Range: 1 to 24; Average: 16.5; Median: 16.5

Overview of Surveys – Lymphatic Drainage: Face and Neck Sequence

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Provider must know the sequences in order to promote the flow of lymph fluid.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Understanding how to perform this service as to not cause harm to the client when performing this. If this is performed improperly harm can be done to the client.
- Minimum Hours Required?
 - Range: 2 to 24; Average: 15.5; Median: 17.5

Overview of Surveys – Lymphatic Drainage: Lymphatic Drainage on the Trunk and Upper Extremities

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Safety and health of the receiver. Proper sequencing is necessary to promote lymph drainage which aids in immune support.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Should not be performed. Estheticians do not have the extensive training needed to perform on the body.
- Minimum Hours Required?
 - Range: 0 to 24; Average: 8; Median: 10

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Overview of Surveys – Lymphatic Drainage: Lymphatic Drainage on the Trunk and Lower Extremities

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to learn that this type of modality could cause a pooling of lymphatic fluid in the body which could cause harm to the public.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Should not be performed. Estheticians do not have the extensive training needed to perform on the body.
- Minimum Hours Required?
 - Range: 0 to 24; Average: 8; Median: 10

Overview of Surveys – Lymphatic Drainage: Cellulite

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: Students need to know how and where cellulite forms in the body and why. The types of lymphatic techniques may aid in the reduction of cellulite. Improper techniques for the removal of cellulite could cause harm to the public. Lymphatic drainage does not improve or worsen cellulite according to a published NIH study "Schonvetter B. Soares JLM, Bagatin E. Longitudinal evaluation of MLD..." So if someone is promoting MLD as a treatment for or cure for cellulite then it could be a welfare harm.
- Training Least Restrictive Manner to Mitigate? 5:2 Yes
 - Yes: Training on this topic should be done in the classroom as they are part of hands-on procedures.
 - No: No explanation.
- Minimum Hours Required?
 - Range: 0 to 24; Average: 6.8; Median: 3

Overview of Surveys – Lymphatic Drainage: Using Lymphatic Drainage with Other Treatments

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: important to work in conjunction with the body because Lymphatic drainage works with the immune system and helps to move fluid through the tissue. So if the wrong treatments are combined on the wrong person, this could definitely be health and safety.
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Knowledge of LD and how to use it with other treatments as to not cause harm to the body.
- Minimum Hours Required?
 - Range: 1 to 24; Average: 6.3; Median: 4

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Overview of Surveys – Lymphatic Drainage: Machine-aided Lymphatic Drainage

- Health/Safety Concern? 7:0 Yes
 - Yes reasoning: students need to learn how machine-aided lymphatic drainage is different from the traditional method. They should also know when this type of treatment should and should not be used with certain health concerns, surgery, and injury. This type of modality could cause bruising and a pooling of lymphatic fluid in the body which could cause harm to the public. As with all Electrical or machine use, there is always the chance of health and safety issues. Just to be clear, this is not referring to "endermology" is it?
- Training Least Restrictive Manner to Mitigate? 7:0 Yes
 - Yes: Training on this topic should be done in the classroom as it is part of hands-on procedures. Training should also include the different types of machines and proper procedures for cleaning the equipment and implements.
- Minimum Hours Required?
 - Range: 1 to 36; Average: 10.7.; Median: 7.5

Panel Hour Recommendations

	Low	High	Avg.	Median	
Lymphatic drainage (Introduction to lymphatic drainage)		1	36	13.4	6
Lymphatic drainage (Tissues and organs of the lymphatic system)		1	18	9.8	11
Lymphatic drainage (Functions of the lymphatic system)		1	12	6.8	6
Lymphatic drainage (Immunity)		1	6	3.5	2.5
Lymphatic drainage (Etiology of edema)		1	10	4.5	3.5
Lymphatic drainage (Indications and contraindications for lymphatic drainage)		1	12	6.3	6
Lymphatic drainage (Lymphatic drainage manipulations and movements)		1	24	16.5	16.5
Lymphatic drainage (Face and neck treatment sequence)		2	24	15.5	17.5
Lymphatic drainage (Lymphatic drainage on the trunk and upper extremities)		0	24	8	10
Lymphatic drainage (Lymphatic drainage on the trunk and lower extremities)		0	24	8	10
Lymphatic drainage (Cellulite)		0	24	6.8	3
Lymphatic drainage (Using lymphatic drainage with other treatments)		1	24	6.3	4
Lymphatic drainage (Machine-aided lymphatic drainage)		1	36	10.7	7.5
LYMPHATIC DRAINAGE - TOTAL		11	274	116.2	103.5



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Panel Hour Recommendations

	Low	High	Avg.	Median	Current
Orientation, Advanced Business Subjects and Infection Control	14	87	40.2	34	45
State Laws, Rules and Regulations	1	10	5.3	4.5	10
Advanced Anatomy and Physiology	26	138	73.8	67	65
Advanced Skin Care and Advanced Modalities	17	202	84	63	90
Advanced Procedures and Chemical Exfoliation	72	519	263.4	243	270
Lymphatic Drainage	11	274	116.2	103.5	120
TOTAL	141	1,230	582.9	515	600

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Discussion

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

Discussion – Thoughts and Recommendations

- Thoughts and Recommendations?
 - Dual Program? What would that look like? Hours – 900? 1100?

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Discussion – Topics to Combine

- Can Advanced skin care and advanced modalities (Equipment safety: crystal and crystal-free microdermabrasion and dermaplaning) be combined with (General procedures and safety measures for crystal and crystal-free microdermabrasion and dermaplaning)?
- Combine Pretreatment and Posttreatment for all types of peels? Only alpha and beta hydroxy peels?
- General procedures and safety measures for alpha and beta hydroxy peels?

Discussion – Topics to Combine

- Can we combine the Practical Application and Consultation, Indications and Contraindications, General Procedures and Safety Measures and Pretreatment and Posttreatments for each peel type?

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Discussion – Topics to Rename for Clarification?

- Orientation, Advanced Business Subjects and Infection Control
 - Orientation, Advanced Business **Topics** and Infection Control
- State Laws, Rules and Regulations
 - **Laws and Regulations**

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Discussion – Topics to Remove/Add

- Remove crystal microdermabrasion?
 - Is this service performed any more?
- Remove Dermablading and Add to Basic?
 - Is this topic covered in current Basic Esthetics textbooks?
 - Is this topic already allowed by scope of practice? Appears to be already allowed, however it's not currently taught until Master Esthetics curriculum.
- Add Microneedling or Dermarolling?
 - Is this allowed under scope of practice currently? Should it be added? Nevada has microneedling under Master Esthetics.
- Remove light treatments, LED and IPL to basic?
 - Does that fit under the scope of practice for Master "chemical exfoliation, microdermabrasion and lymphatic drainage?" Sound like it should be Basic.
- Remove Lymphatic Drainage for trunk and extremities?
 - How many hours are required in MTL?