

TITLE 18. PROFESSIONAL AND OCCUPATIONAL LICENSING
BOARD FOR BARBERS AND COSMETOLOGY
Proposed

Title of Regulation: 18VAC41-20. Barbering and Cosmetology Regulations (amending 18VAC41-20-200, 18VAC41-20-210, 18VAC41-20-220).

Statutory Authority: § 54.1-201 of the Code of Virginia.

Public Hearing Information:

August 28, 2023 - 9 a.m. - Department of Professional and Occupational Regulation, 9960 Mayland Drive, Suite 200, Richmond, VA 23233

Public Comment Deadline: September 15, 2023.

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Basis: Section 54.1-201.5 of the Code of Virginia gives authority to the Board for Barbers and Cosmetology to promulgate regulations. It gives the board the power and duty to promulgate regulations necessary to ensure continued competency, to prevent deceptive or misleading practices by practitioners, and to effectively administer the regulatory system administered by the regulatory board.

Purpose: The purpose of this action is to reduce unnecessary burdens in the cosmetology training program and reduce the training hours for the cosmetology license to better reflect the minimum number of hours necessary for a student to become a safe practitioner. During the 2022 General Assembly session, members of the General Laws Committee narrowly rejected a bill that would lower the required cosmetology training hours to 1,000 hours. In doing so, members expressed the desire for the board to take action itself in lowering the cosmetology hours. Following that session, the board created a regulatory advisory panel (RAP) composed of school owners, curriculum writers, public school and private school instructors, salon safety experts, and industry leaders to review a proposed cosmetology curriculum. The RAP completed surveys assessing each curriculum item for whether there was a safety risk addressed by the training, whether training was the least restrictive means to address that risk, and, if so, what were the minimum number of hours needed for the student to perform that service safely. The average number of training hours from the RAP was 892 hours. The board reviewed the RAP's recommendations; considered license portability, national trends in hours, and minimum safety requirements; and voted to lower the hours from 1,500 hours to 1,000 hours.

During the January 9, 2023, board meeting, the board developed specific curriculum and performance standards, including the minimum clock or credit hours necessary to achieve minimum competency. Establishing a minimum clock or credit hours will assist both schools and students in understanding the minimum hours necessary to ensure minimum competency and

protect the health, safety, and welfare of the public. The proposed amendments will establish clear and effective curriculum criteria to ensure competency and integrity and prevent deceptive acts by people offering cosmetology training.

Substance: The proposed amendments will lower the cosmetology training hours from 1,500 to a minimum of 1,000. The revised cosmetology curriculum ensures the training is no more burdensome than necessary while ensuring students are training to be minimally competent practitioners.

The expected curriculum proposed amendments (i) change cosmetology curricula shall be based on a minimum 1,500 to a minimum of 1,000 clock hours; (ii) remove the existing cosmetology curriculum outlined in this section and add the cosmetology curriculum approved at the January 9, 2023, board meeting; (iii) add 1,000 hours to the cosmetology minimum requirements; and (iv) remove the existing minimum performances for cosmetology and add the minimum performances for cosmetology approved at the January 9, 2023, board meeting.

Issues: The primary advantage of the proposed amendments to the public is to ensure the public's safety when receiving cosmetology services by ensuring practitioners are minimally competent. The board determined that cosmetologists are competent to provide services safely to the public with a minimum of 1,000 hours of training, without that required amount of training being overly burdensome on potential licensees. The board concluded that 1,500 hours is more than necessary to provide for minimum competency in performing cosmetology services safely on the public. This proposed amendment may allow more individuals to participate in cosmetology programs by reducing the entry requirement hours by one third, and could lead to more entrants into workforce.

The addition of language to include instruction in textured hair and the usage of a straight razor will ensure cosmetologists are competent to provide safe services on all hair types and all services within their scope of practice. This will have the added advantage to promote inclusiveness of additional members of the public. The added specific hour requirements for different aspects of safety and sanitation training will provide additional protection of the health, safety, and welfare of the public.

The primary disadvantage to the public is that there will be more onus on employers to supplement training, and students will not have all the technical skills to perform every service at a high level, but it is expected that the students will become more technically proficient as their careers progress.

The primary advantage of the proposed amendments to the Commonwealth will be having the least restrictive regulations necessary to protect the safety of the public. The Commonwealth will benefit from enhanced license portability and the addition of specific hours in safety and sanitation, as well as instruction on textured hair, brings Virginia's regulations in line with national trends. There are no anticipated disadvantages to the Commonwealth.

Department of Planning and Budget's Economic Impact Analysis:

The Department of Planning and Budget (DPB) has analyzed the economic impact of this proposed regulation in accordance with § 2.2-4007.04 of the Code of Virginia (Code) and Executive Order 19. The analysis presented represents DPB's best estimate of these economic impacts.¹

Summary of the Proposed Amendments to Regulation. The Board for Barbers and Cosmetology (Board) proposes to lower the required training hours for the cosmetology license from 1,500 hours to a minimum of 1,000 hours.

Background. According to the Department of Professional and Occupational Regulation (DPOR), during the 2022 General Assembly session, the Board was asked to examine the cosmetology training hour requirement during a legislative subcommittee meeting. Following that session, the Board created a Regulatory Advisory Panel (RAP) composed of training school owners, curriculum writers, public school and private school instructors, as well as a salon safety expert and industry leaders, to review the required cosmetology curriculum in the regulation. The RAP members assessed each curriculum item to determine whether a safety risk was addressed by the training, whether the training was the least restrictive means of addressing that risk and, if so, the minimum number of hours that would be needed for the student to perform that service safely.

The average number of training hours recommended by the RAP was 892 hours. However, due to license portability concerns, the Board rejected 892 hours as too few for the cosmetology license. Currently, the lowest amount of cosmetology training hours among states is 1,000 hours (MA, VT, NY, TX, CA). Three of these states have lowered their hours to 1,000 over the past few years (CA, TX, VT). The Board states that while several states will not accept a 1,000-hour training program (requiring these applicants to obtain additional hours in a school), many states currently do accept that amount, either by itself or in combination with experience. Training fewer than 1,000 hours would likely not be accepted by many other states and would render the license substantially less portable than the 1,000 hours standard.

As a result, the Board wishes to adopt the 1,000 hours as the minimum required number of hours in total, and to also allot the minimum number of hours, and the number of performances, that will be required per topic in the cosmetology curriculum. Revisions to topics and performances are also needed to align the regulations with the cosmetology scope of practice in the Code of Virginia. It is worth noting that instead of mandating the exact hours of training for each curriculum item, the Board proposes to adopt a minimum number of training hours for each subject adding up to nearly 1,000 hours in total.

The Board states that after reviewing the RAP's recommendations, and taking into consideration the license portability concerns, national trends in hours, and minimum safety requirements, it determined that the hours could be lowered from 1,500 hours to a minimum of 1,000 hours while ensuring students were adequately trained to perform services on the public safely. The proposed regulation would implement the Board approved reduction in training hours for the cosmetology license.

Estimated Benefits and Costs. This regulation requires that each training school submit its curriculum to the Board for review and approval. Since the proposed changes would revise the curriculum subjects that must be covered, along with a minimum number of hours and a minimum number of performances that must be devoted to each subject, all of the 139 training schools would have to revise their curriculums and submit it to the Board for review and approval. Consequently, each training school is expected to face administrative costs to develop a new curriculum, and similarly DPOR is expected to face administrative costs to review the submitted curriculum and take action.

In general, decreasing the number of training hours may have the unintended consequence of hampering license portability from Virginia to other states as well as increasing safety risks to customers. However, in this case, it appears the Board was cognizant of those unintended consequences and addressed them by adopting 1,000 hours instead of the RAP's recommendation of 892 hours. Similarly, by adopting a minimum number of required training hours rather than dictating a set number of hours, the Board is essentially providing flexibility to the training providers to adjust and respond to potential portability issues should they arise. Under the proposed regulation, training providers are allowed to adopt curricula that have more than the minimum number of hours proposed by the Board. If portability issues become prevalent, the market would most likely reward those training providers who offer a solution in the form of a more rigorous or a supplemental training program. In short, nothing in this action would preclude an alternative or supplemental curriculum that is more rigorous from being approved by the Board so long as the minimum hours are met in each training topic.

Although cosmetology schools can offer programs with more than 1,000 hours, it can be reasonably expected to see some significant reduction in hours across all schools, such that the typical number of hours is closer to 1,000 hours than the current 1,500 hours. A significant reduction in actual hours offered by schools would likely result in a reduction in tuition costs. For example, in order to predict tuition expenses for a cosmetology program in Virginia with a minimum of 1,000 hours, the Board looked at cosmetology tuition prices in New York because that state has a 1,000-hour cosmetology school requirement. The average tuition and fees for a New York cosmetology training program are reported to be \$14,600. The current average tuition and fees for a cosmetology program in Virginia are \$18,143. Using the New York tuition as a base and adjusting for other factors, DPOR estimates that the schools in Virginia offering a 1,000-hour cosmetology program may reduce their tuition fees to \$12,156 per student, an up to \$5,987 reduction in tuition per student. For the estimated 300 cosmetology students receiving training each year,² the total tuition savings would be approximately \$1.8 million. Of course, any reduction in tuition would mean lower revenue for the schools, but lower hours would also mean lower operating costs to them, thus the net effect on profit cannot be determined. Furthermore, lower tuition costs could ease entry into the profession and encourage, according to DPOR estimates, approximately 30 additional entrants into the profession (approximately a 10% increase over existing students) which would offset approximately \$364,680³ of the revenue loss due to lower tuition.

Finally, a 500-hour reduction in training means that students can graduate earlier and start earning wages. According to DPOR, the median hourly wage for hairdressers, hairstylists, and cosmetologists in Virginia is \$16.71. This translates to \$8,355 earning potential for each student

during the 500 hours that could be spent working rather than being trained. The earning potential for all 300 students per year corresponds to approximately \$2.5 million, depending on the extent to which these students find employment.

Businesses and Other Entities Affected. The proposed amendments primarily affect cosmetology training schools and their students going forward. Currently, approximately 300 students are enrolled in 139 training schools across Virginia. None of the schools or the students appears to be disproportionately affected.

The Code of Virginia requires DPB to assess whether an adverse impact may result from the proposed regulation.⁴ An adverse impact is indicated if there is any increase in net cost or reduction in net revenue for any entity, even if the benefits exceed the costs for all entities combined. As noted above, as a result of the fewer training hours, cosmetology schools can expect a reduction in their revenues. In addition, the schools would likely incur some administrative costs as they would have to revise their curriculum. Thus, an adverse impact on cosmetology training schools is indicated.

Small Businesses⁵ Affected.⁶ According to DPOR, most of the training schools may be considered as small business. Thus, the proposed amendments appear to adversely affect small businesses.

Types and Estimated Number of Small Businesses Affected. There are up to 139 cosmetology training schools that are considered small businesses.

Costs and Other Effects. The proposed amendments would introduce administrative costs to the schools for the development of a new curriculum. Additionally, the schools are likely to reduce their tuition and incur some revenue losses. Thus, an adverse impact on small businesses is indicated.

Alternative Method that Minimizes Adverse Impact. There does not appear to be a clear alternative method that both reduces adverse impact and meet the intended policy goals.

Localities⁷ Affected.⁸ The proposed amendments apply throughout the Commonwealth but do not introduce costs for local governments.

Projected Impact on Employment. As discussed, lower training hours would likely reduce the schools' demand for labor some of which may be offset by the additional demand to train new entrants encouraged by the easier entry into the profession. Also, the cosmetology students would be able to practice their trade earlier and enter the labor force more quickly. There is not sufficient information to determine which of these effects would dominate.

Effects on the Use and Value of Private Property. The proposed amendments would likely reduce the duration of the training and have a negative revenue impact on schools, but shorter training would also likely reduce the overall cost of training. The net impact on profitability and consequently the asset value of the schools is indeterminate.

No direct impact on real estate development costs is expected.

¹ Section 2.2-4007.04 of the Code of Virginia requires that such economic impact analyses determine the public benefits and costs of the proposed amendments. Further the analysis should include but not be limited to: (1) the projected number of businesses or other entities to whom the proposed regulatory action would apply, (2) the identity of any localities and types of businesses or other entities particularly affected, (3) the projected number of persons and employment positions to be affected, (4) the projected costs to affected businesses or entities to implement or comply with the regulation, and (5) the impact on the use and value of private property.

²This estimate does not include the students enrolled in cosmetology training offered by high schools which are outside the scope of this regulation.

³\$364,680 = \$12,156x30

⁴Pursuant to Code § 2.2-4007.04 D: In the event this economic impact analysis reveals that the proposed regulation would have an adverse economic impact on businesses or would impose a significant adverse economic impact on a locality, business, or entity particularly affected, the Department of Planning and Budget shall advise the Joint Commission on Administrative Rules, the House Committee on Appropriations, and the Senate Committee on Finance. Statute does not define "adverse impact," state whether only Virginia entities should be considered, nor indicate whether an adverse impact results from regulatory requirements mandated by legislation.

⁵Pursuant to § 2.2-4007.04, small business is defined as "a business entity, including its affiliates, that (i) is independently owned and operated and (ii) employs fewer than 500 full-time employees or has gross annual sales of less than \$6 million."

⁶If the proposed regulatory action may have an adverse effect on small businesses, § 2.2-4007.04 requires that such economic impact analyses include: (1) an identification and estimate of the number of small businesses subject to the proposed regulation, (2) the projected reporting, recordkeeping, and other administrative costs required for small businesses to comply with the proposed regulation, including the type of professional skills necessary for preparing required reports and other documents, (3) a statement of the probable effect of the proposed regulation on affected small businesses, and (4) a description of any less intrusive or less costly alternative methods of achieving the purpose of the proposed regulation. Additionally, pursuant to § 2.2-4007.1 of the Code of Virginia, if there is a finding that a proposed regulation may have an adverse impact on small business, the Joint Commission on Administrative Rules shall be notified.

⁷"Locality" can refer to either local governments or the locations in the Commonwealth where the activities relevant to the regulatory change are most likely to occur.

⁸Section 2.2-4007.04 defines "particularly affected" as bearing disproportionate material impact.

Agency's Response to Economic Impact Analysis: The Board for Barbers and Cosmetology concurs with the results of the economic impact analysis prepared by the Department of Planning and Budget.

Summary:

The proposed amendments (i) lower the training hours for the cosmetology license to a minimum of 1,000 hours; and (ii) add topics and performances required to align the regulation with the cosmetology scope of practice in the Code of Virginia, assigning hour minimums to each topic listed in the curriculum.

18VAC41-20-200. General requirements.

A barber, cosmetology, nail, or waxing school shall:

1. Hold a school license for each and every location.
2. Hold a salon license if the school receives compensation for services provided in its clinic.
3. Employ a staff of and ensure all training is conducted by licensed and certified barber, master barber, cosmetology, nail technician, or wax technician instructors, respectively.
 - a. Licensed and certified cosmetology instructors may also instruct in nail and waxing programs.
 - b. Licensed and certified esthetics instructors and master esthetics instructors may also instruct in waxing programs.
4. Develop individuals for entry level competency in barbering, master barbering, cosmetology, nail care, or waxing.
5. Submit its curricula for board approval. All changes to curricula must be resubmitted and approved by the board.
 - a. Barber curricula shall be based on a minimum of 1,100 clock hours and shall include performances in accordance with 18VAC41-20-220.
 - b. Master barber curricula shall be based on a minimum of 400 clock hours and shall include performances in accordance with 18VAC41-20-220.
 - c. Dual barber/master barber program curricula shall be based on a minimum of 1,500 clock hours and shall include performances in accordance with 18VAC41-20-220.
 - d. Cosmetology curricula shall be based on a minimum of ~~1,500~~ 1,000 clock hours and shall include performances in accordance with 18VAC41-20-220.

e. Nail technician curricula shall be based on a minimum of 150 clock hours and shall include performances in accordance with 18VAC41-20-220.

f. Wax technician curricula shall be based on a minimum of 115 clock hours and shall include performances in accordance with 18VAC41-20-220.

6. Inform the public that all services are performed by students if the school receives compensation for services provided in its clinic by posting a notice in the reception area of the shop or salon in plain view of the public.

7. Conduct classroom instruction in an area separate from the clinic area where practical instruction is conducted and services are provided.

8. Possess the necessary equipment and implements to teach the respective curriculum. If any such equipment or implement is not owned by the school, then a copy of all agreements associated with the use of such property by the school shall be provided to the board.

18VAC41-20-210. Curriculum requirements.

A. Each barber school shall submit with its application a curriculum, including a course syllabus, a detailed course content outline, a sample of five lesson plans, a sample of evaluation methods to be used, and a breakdown of hours and performances for all courses to be taught that will lead to licensure. The outline for barbering shall include the following:

1. School policies;
2. State law, regulations, and professional ethics;
3. Business and shop management;
4. Client consultation;
5. Personal hygiene;
6. Cutting the hair with a razor, clippers, and shears;
7. Tapering the hair;
8. Thinning the hair;
9. Shampooing the hair;
10. Shaving;
11. Trimming a moustache or beard;

12. Applying hair color;
13. Analyzing skin or scalp conditions;
14. Giving scalp treatments;
15. Giving basic facial massage or treatment;
16. Sanitizing and maintaining implements and equipment; and
17. Honing and stropping a razor.

B. Each barber school seeking to add a master barber program shall submit with its application a curriculum, including a course syllabus, a detailed course content outline, a sample of five lesson plans, a sample of evaluation methods to be used, and a breakdown of hours and performances for all courses to be taught that will lead to licensure. The outline for master barbering shall include the following:

1. Styling the hair with a hand hair dryer;
2. Thermal waving;
3. Permanent waving with chemicals;
4. Relaxing the hair;
5. Lightening or toning the hair;
6. Hairpieces and wigs; and
7. Waxing limited to the scalp.

C. Each school seeking to add a dual barber/master barber program shall submit with its application a curriculum, including a course syllabus, a detailed course content outline, a sample of five lesson plans, a sample of evaluation methods to be used, and a breakdown of hours and performances for all courses to be taught that will lead to licensure. The outline for dual barber/master barber program shall include the following:

1. School policies;
2. State law, regulations, and professional ethics;
3. Business and shop management;
4. Client consultation;

5. Personal hygiene;
6. Cutting the hair with a razor, clippers, and shears;
7. Tapering the hair;
8. Thinning the hair;
9. Shampooing the hair;
10. Styling the hair with a hand hair dryer;
11. Thermal waving;
12. Permanent waving with chemicals;
13. Relaxing the hair;
14. Shaving;
15. Trimming a moustache or beard;
16. Applying hair color;
17. Lightening or toning the hair;
18. Analyzing skin or scalp conditions;
19. Giving scalp treatments;
20. Waxing limited to the scalp;
21. Giving basic facial massage or treatment;
22. Hair pieces;
23. Sanitizing and maintaining implements and equipment; and
24. Honing and stropping a razor.

D. Each cosmetology school shall submit with its application a curriculum, including a course syllabus, a detailed course content outline, a sample of five lesson plans, a sample of evaluation methods to be used, and a breakdown of hours and performances for all courses to be taught that will lead to licensure. The outline for cosmetology shall include the following:

1. Orientation and business topics - minimum of 45 hours of instruction:

- a. School policies;
 - b. ~~State law, regulations, and professional ethics~~ Management;
 - c. ~~Personal hygiene; and~~ Sales, inventory, and retailing;
 - d. ~~Bacteriology, sterilization, and sanitation~~ Taxes and payroll;
 - e. Insurance;
 - f. Client records and confidentiality; and
 - g. Professional ethics and practices.
2. ~~Manicuring and pedicuring: a. Anatomy and physiology; b. Diseases and disorders; c. Procedures to include both natural and artificial application; and d. Sterilization~~ Laws and regulations - minimum of 10 hours of instruction.
3. ~~Shampooing and rinsing~~ General sciences - minimum of 55 hours of instruction:
- a. ~~Fundamentals~~ Principles and practices of infection control;
 - b. ~~Safety rules; Material Safety Data Sheet (MSDS); and~~
 - c. ~~Procedures; and d. Chemistry, anatomy, and physiology~~ Chemical usage and safety.
4. ~~Scalp treatments: a. Analysis b. Disorders and diseases; c. Manipulations; and d. Treatments~~ Applied sciences - minimum of 40 hours of instruction: Anatomy, physiology, and histology.
5. ~~Hair styling~~ Shampooing, rinsing, and scalp treatments for all hair types, including textured hair - minimum of 25 hours of instruction:
- a. ~~Anatomy and facial shapes; Client consultation and analysis; and~~
 - b. ~~Finger waving, molding, and pin curling; c. Roller curling, combing, and brushing; and d. Heat curling, waving, and pressing~~ Procedures, manipulations, and treatments.
6. ~~Hair cutting~~ Hair styling for all hair types, including textured hair - minimum of 65 hours:
- a. ~~Anatomy and physiology~~ Fingerwaving, molding, and pin curling;
 - b. ~~Fundamentals, materials, and equipment; Roller curling, combing, and brushing; and~~
 - c. ~~Procedures; and d. Safety practices~~ Heat curling, waving, and pressing.

~~7. Permanent waving-chemical relaxing:~~ Hair cutting for all hair types, including textured hair - minimum of 125 hours:

a. ~~Analysis;~~ Fundamentals, materials, and equipment; and

b. ~~Supplies and equipment;~~ c. ~~Procedures and practical application;~~ d. ~~Chemistry;~~ e. ~~Recordkeeping;~~ and f. Safety Procedures.

~~8. Hair coloring and bleaching~~ Permanent waving and chemical relaxing for all hair types, including textured hair - minimum of 115 hours:

a. ~~Analysis and basic color theory~~ Chemistry;

b. Supplies and equipment; and

c. Procedures and practical application; d. ~~Chemistry and classifications;~~ e. ~~Recordkeeping;~~ and f. ~~Safety.~~

~~9. Skin care and make-up~~ Hair coloring and bleaching for all hair types, including textured hair - minimum of 160 hours:

a. ~~Analysis~~ Basic color theory;

b. ~~Anatomy;~~ Supplies and equipment; and

c. ~~Health, safety, and sanitary rules;~~ d. ~~Procedures;~~ e. ~~Chemistry and light therapy;~~ f. ~~Temporary removal of hair;~~ and g. ~~Lash and brow tinting~~ Procedures and practical application.

10. Wigs, hair pieces, and related theory - minimum of 15 hours:

a. ~~Sanitation and sterilization;~~

b. ~~a.~~ Types; and

e. ~~b.~~ Procedures.

11. ~~Salon management:~~ a. ~~Business ethics;~~ and b. ~~Care of equipment.~~ Straight razor use and shaving - minimum of 20 hours.

12. Manicuring and pedicuring - minimum of 75 hours:

a. Nail theory, nail structure, and composition;

b. Nail procedures, including manicuring, pedicuring, and nail extensions; and

c. Electric filing.

13. Skin care - minimum of 160 hours of instruction:

a. Client skin analysis and consultation;

b. Effleurage and related movements and manipulations of the face and body;

c. Cleansings procedures;

d. Masks;

e. Extraction techniques;

f. Machines, equipment, and electricity;

g. Manual facials and treatments;

h. Machine, electrical facials, and treatments; and

i. General procedures and safety measures.

14. Makeup - minimum of 35 hours of instruction:

a. Setup, supplies, and implements;

b. Color theory;

c. Consultation;

d. General and special occasion application;

e. Camouflage;

f. Application of false lashes and lash extensions;

g. Lash and tinting;

h. Lash perming;

i. Lightning of the hair on the body except scalp; and

j. General procedures and safety measures.

15. Body and other treatments - minimum of 20 hours of instruction:

a. Body treatments;

b. Aromatherapy; and

c. General procedures and safety measures.

16. Hair removal - minimum of 35 hours of instruction:

a. Client consultation and analysis;

b. Waxing;

c. Mechanical hair removal;

d. Tweezing and threading; and

e. Chemical hair removal.

E. Each nail school shall submit with its application a curriculum, including a course syllabus, a detailed course content outline, a sample of five lesson plans, a sample of evaluation methods to be used, and a breakdown of hours and performances for all courses to be taught that will lead to licensure. The outline for nail care shall include the following:

1. Orientation:

a. School policies; and

b. State law, regulations, and professional ethics;

2. Sterilization, sanitation, bacteriology, and safety;

3. Anatomy and physiology;

4. Diseases and disorders of the nail;

5. Nail procedures (i.e., manicuring, pedicuring, and nail extensions); and

6. Nail theory and nail structure and composition.

F. Each waxing school shall submit with its application a curriculum, including a course syllabus, a detailed course content outline, a sample of five lesson plans, a sample of evaluation methods to be used, and a breakdown of hours and performances for all courses to be taught that will lead to licensure. The outline for waxing shall include the following:

1. Orientation:

a. School policies;

- b. State law, regulations, and professional ethics; and
 - c. Personal hygiene.
2. Skin care and treatment:
- a. Analysis;
 - b. Anatomy and physiology;
 - c. Diseases and disorders of the skin;
 - d. Health sterilization, sanitation, bacteriology, and safety, including infectious disease control measures; and
 - e. Temporary removal of hair.
3. Skin theory, skin structure, and composition.
4. Client consultation:
- a. Health conditions;
 - b. Skin analysis;
 - c. Treatments;
 - d. Client expectations; and
 - e. Health forms and questionnaires.
5. Waxing procedures for brow, lip, facial, legs, arms, underarm, chest, back, and bikini areas:
- a. Fundamentals;
 - b. Safety rules; and
 - c. Procedures.
6. Wax treatments:
- a. Analysis;
 - b. Disorders and diseases;
 - c. Manipulations; and

d. Treatments.

7. Salon management:

a. Business ethics; and

b. Care of equipment.

G. A licensed school with an approved barber, master barber, dual barber/master barber, cosmetology, nail technician, or wax technician program may conduct an assessment of a student's competence in the respective profession and, based on the assessment, give credit toward the hours requirements specified in the respective subsection of this section and 18VAC41-20-220.

The school shall make the assessment based on a review of the student's transcript and the successful completion of a board-approved competency examination administered by the school. The school may also request a copy of a catalog or bulletin giving the full course description when making the evaluation. The number of credit hours awarded shall not exceed the actual hours of instruction verified on the transcript or the number of hours specified in the board-approved curriculum for a specific topic.

18VAC41-20-220. Hours of instruction and performances.

A. Curriculum and performance requirements shall be offered over a minimum of 1,100 clock hours for barbering, 400 clock hours for master barbering, 1,500 clock hours for dual barber/master barber program ~~and~~, 1,000 hours for cosmetology, 150 clock hours for nail care, and 115 clock hours for waxing.

B. The curriculum requirements for barbering must include the following minimum performances:

Hair and scalp treatments	10
Hair services	320
Hair coloring (including tinting, temporary rinses, and semi-permanent color)	35
Basic facials	5
TOTAL	370

C. The curriculum requirements for master barbering must include the following minimum performances:

Bleaching and frosting	10
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Cold permanent waving or chemical relaxing	25
Hair shaping	50
Wig care, styling, placing on model	5
Finger waving and thermal waving	30
TOTAL	120

D. The curriculum requirements for dual barber/master barber program must include the following minimum performances:

Hair and scalp treatments	10
Hair styling services	320
Bleaching and frosting	10
Hair coloring (including tinting, temporary rinses, and semi-permanent color)	35
Cold permanent waving or chemical relaxing	25
Hair shaping	50
Wig care, styling, placing on model	5
Finger waving and thermal waving	30
Basic facials and waxings	5
TOTAL	490

E. The curriculum requirements for cosmetology must include the following minimum performances:

Hair and scalp treatments	10
Hair styling	320
Tinting	15
Bleaching and frosting	10
Temporary rinses	10
Semi-permanent color	10
Cold permanent waving or chemical relaxing	25

Hair shaping	50
Wig care, styling, placing on model	5
Finger waving and thermal waving	30
Manicures and pedicures	15
Basic facials and waxings	5
Sculptured nails, nail tips, and wraps	20
<u>TOTAL</u>	<u>525</u>
<u>Shampooing, rinsing, and scalp treatments,</u> <u>for all hair types, including textured hair:</u>	<u>20</u>
<u>Hair styling, for all hair types, including</u> <u>textured hair:</u>	<u>60</u>
<u>Hair cutting, for all hair types, including</u> <u>textured hair:</u>	<u>60</u>
<u>Permanent waving-chemical relaxing,</u> <u>for all hair types, including textured hair:</u>	<u>60</u>
<u>Hair coloring and bleaching, for all hair</u> <u>types, including textured hair:</u>	<u>50</u>
<u>Wigs, hair pieces, and related theory:</u>	<u>5</u>
<u>Straight razor use and shaving</u>	<u>12</u>
<u>Manicuring and pedicuring</u>	<u>15 procedures</u>
<u>Sculptured nails, nail tips, and wraps</u>	<u>3 full sets</u>
<u>Body and other treatments</u>	<u>10</u>
<u>Makeup</u>	<u>30</u>
<u>Skin care</u>	<u>20</u>
<u>Hair removal</u>	<u>15</u>
<u>TOTAL</u>	<u>360</u>

F. The curriculum requirements for nail care must include the following minimum performances:

Manicures	30
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Pedicures	15
Individual sculptured nails and nail tips	200
Individual removals	10
Individual nail wraps	20
TOTAL	275

G. The curriculum requirements for waxing must include the following minimum performances:

Arms	4
Back	2
Bikini area	6
Brows	12
Chest	1
Facial (i.e., face, chin, and cheek and lip)	6
Leg	3
Underarm	2
TOTAL	36