



OSA

OHIO SALON ASSOCIATION

Myths and Facts about HB 189/SB 129

May 31, 2018

1. Myth

Public school cosmetology students and those who receive training at private schools are treated the same under Ohio law.

Busted!

Ohio law today treats students very differently depending where they pursue an education in cosmetology. Private school students must complete 1,500 hours of cosmetology-specific training before taking the state licensing exam, whereas public school students are required to take only 1,000 hours of cosmetology-specific training. This is true despite evidence that public school students do just as well on the licensing exam and in the workplace as private school students.

2. Myth

HB 189 and SB 129 are sponsored by big chain salons who are interested staffing their shops more than they are in the quality of their cosmetologists.

Busted!

Salons of all sizes support these bills because they would put more Ohioans into good jobs throughout Ohio. They would do this by removing unnecessary barriers to education and employment, helping employers find the skilled talent they need to succeed and grow, promoting effective and efficient job training for in-demand occupations, and creating an apprenticeship option for cosmetology students to earn a wage while learning about the beauty industry.

3. Myth

Students will not qualify for student financial aid if House Bill 189 and Senate Bill 129 becomes law.

Busted!


Students **remain eligible** to apply for financial aid for cosmetology programs requiring between 600 and 1,000 hours according to the [General Standards of Student Eligibility for Title IV Funds](#) published by Federal Student Aid, an office of the U.S. Department of Education.

4. Myth

It's easy for a cosmetologist licensed in another state to take a job in Ohio.

Busted!

Under current law, someone licensed in another state gets very little credit for their experience. While a new rule currently provides a waiver for some out-of-state cosmetologists looking to transfer a license to Ohio, those are complicated to obtain and require at least a year experience immediately prior to a move. Otherwise, they must instead receive duplicative training and take another licensing exam, even if they were successful in another state.



HB 189/SB 129 would give Ohio transfers credit toward Ohio's training hours requirement according to their experience and would not require them to sit for Ohio's licensing exam. Like obtaining a driver's license in a new state, this would more quickly and easily allow cosmetology workers to obtain jobs in Ohio. This is particularly important in Ohio communities near the state border, where people often live in one state and work in another.

5. Myth

Reducing the hours required to sit for a licensing exam will particularly hurt women of color, who will lose protections designed to provide safe and consistent salon services in Ohio.

Busted!

Career tech programs in Ohio's public high schools teach full cosmetology skills in around 1,000 hours and produce thousands of graduates that practice in Ohio today. The legislation requires robust health and safety training, including 26 hours of safety, health and infection control training; 10 hours of hair and scalp disorders and diseases training; and a minimum of one hour dedicated to safety and sanitation in continuing education every two years. Further, 1,000 hours of training is still more than those required for many Ohio licenses in safety-related professions, including emergency medical technicians, police officers and paramedics. Tattoo artists receive no training on how to handle blood, though they handle it every day.

Moreover, efforts in other states are underway to lower occupational licensure hurdles. In fact, on May 21, 2018, Vermont Governor Phil Scott signed a bill ([H.684](#)) similar to and **validating Ohio's cosmetology bills**. The Vermont legislation sets the state's minimum formal training at 1,000 hours (down from 1,500) for cosmetologists and creates an apprenticeship program as well for students to earn a wage while learning their trade. It's time for Ohio to do the same.

6. Myth


Reducing from 1,500 to 1,000 the number of hours private school cosmetology students must take to qualify for the state licensing exam will result in ill-prepared cosmetologists and increased health and safety hazards in Ohio salons.

Busted!

Reducing the number of hours establishes a level of consistency between private and public cosmetology schools while at the same time making cosmetology education more affordable and accessible. It also enables students to move into the workforce more quickly at a time when these jobs are in high demand.

Ironically, the state of Ohio mandates **fewer or similar hours** of training for highly skilled professions such as police officers, licensed practical nurses and emergency medical technicians. The industry also accepts 1,000 hours of cosmetology-specific training as adequate training for public school students at Ohio vocational technical centers. Reducing the number of hours required for private school students puts them on an even playing field with public school students and removes a major barrier to entry into the profession.

Moreover, the legislation includes a provision for pre-graduate testing, allowing students to take the state licensing exam prior to finishing classes, so students **more quickly enter the Ohio workforce** upon graduation. Illinois **recently passed** a similar bill validating Ohio's provision, allowing its cosmetologists, estheticians and nail technicians to take their respective licensing exams prior to completing the required study hours.



The Ohio State Cosmetology and Barbering Board staff and inspectors do an admirable job of conducting random inspections, receive complaints through its 1-800 tip line and crack down on bad actors across the state.

There are currently around 8,500,000 Ohio citizens over the age of twelve. The average person in that demographic visits a barber shop/beauty salon approximately 6 times per year, or 51,000,000 visits to salons and barber shops in Ohio annually. There are not the life threatening occurrences in beauty salons/barber shops suggested by opponents, because salon owners and licensees are, and will be, well-trained and take their obligation to the public very seriously.

Finally, the legislation requires, for the first time, a statutorily mandated minimum of 26 hours of safety, health and infection control training; 10 hours of hair and scalp disorders and disease training; and continuing education every two years related to safety and sanitation.

7. Myth

The legislation de-emphasizes formal education in favor of apprenticeships for stylists.

Busted!

In many professions, a combination of formal education and apprenticeships is an ideal educational approach because it provides workplace experience and earnings while completing crucial classroom training. The apprenticeship model outlined in [HB 189](#) and [SB 129](#), based off a very successful European model, motivates schools and salons to work together on the initial 200 hours of education/training and allows apprentices to **earn while they learn** during 1,800 hours of hands-on training. Many private cosmetology schools have closed in Ohio, with rural areas being affected the most.

An apprenticeship is a viable alternative when access to schools is limited and recognizes that most of what a cosmetologist learns occurs on the job. More than a third of states authorize apprenticeships, including Vermont, which just **validated Ohio's cosmetology bills**, setting the state's minimum formal training at 1,000 hours (down from 1,500) for cosmetologists while creating an apprenticeship program. In fact, Ohio would become the **21st state** to include this provision.

8. Myth

The bill de-emphasizes enforcement of state law by reducing fines, making it easier for salons and cosmetology professionals to break the law with few consequences.

Busted!

HB 189 and SB 129 simply reflect changes in penalties instituted by the Ohio State Cosmetology and Barbering Board over the last few years.

9. Myth

The legislation dangerously allows cosmetologists to shave male customers in Ohio salons, even though the skill is taught only in Ohio barber schools.

Busted!

Anybody today can go to the store and buy a safety razor for personal grooming. There is no reason why cosmetology professionals should be prohibited from performing grooming services with a disposable safety razor while barbers retain sole authority to use a straight razor.



10. Myth

Elimination of natural hair licenses would leave African-American women who wear natural hair unprotected against those with no training in an unregulated marketplace.

Busted!

While this license is seldom used and, at 450 hours of training, is burdensome, the Natural Hair Stylist license would remain in [HB 189/SB 129](#). The license WOULD NOT be eliminated. According to the State Cosmetology and Barber Board's 2017 Annual Report, there were only five active licenses and one new natural hair stylist license that year; one active and one new natural hair stylist instructor license; 34 active and 45 new advanced natural hair stylist licenses; and 14 active and four newly licensed natural hair stylist salons. The Ohio General Assembly in 2015 also created the boutique service registration for braiders in order to get these professionals out of the shadows of an underground economy.

11. Myth

Getting rid of the advanced license deregulates our profession.

Busted!

Ohio's advanced license doesn't provide students with marketable skills that result in higher wages. Further, it's not recognized in other states. Nothing prevents schools from offering advanced courses or as many hours of classes as they want. However, private schools now combine the initial license, requiring 1,500 hours, with the advanced license, at 300 hours, requiring students seeking an advanced license to complete an 1,800-hour program. This is unsustainable. The OSA supports changing the bill in the Senate to preserve the advanced license for those who hold it on the effective date of the bill, so they can indefinitely renew it.

12. Myth

HB 189 and SB 129 will also reduce the hours required to obtain an initial barbers license below 1,800.

Busted!

These bills **do not reduce** the initial barber license hour requirements. In fact, the bills only include two provisions affecting barbers, and both are to their benefit. Barbers who wish to obtain an additional license – such as a cosmetology license – would now need fewer training hours before sitting for the licensing exam. The bills also include a provision ensuring barbers will still be the only service providers permitted to provide straight razor shaving for customers.

13. Myth

This legislation favors the operations of the large national salon chains. Many conglomerate salons are moving into Ohio and threatening Ohio's homegrown, smaller and more numerous salons.

Busted!

Nationally branded salons are actually small local businesses. These local small businesses pay franchise fees to the national brand for using their brand. The local business owner pays wages, workers compensation, and unemployment in Ohio – not to the national chain. Nationally branded salons are a great place for new employees to work as they provide the opportunity for health care, vacation and personal leave and retirement savings options, all while gaining experience in the profession. Nationally branded salons also provide a career path for licensee-employees which will set them up for success at higher levels such as supervisory, managerial or home office promotions.

14. Myth

Ohio salons, mostly small entrepreneurial women-owned firms, rely on thorough licensing training to hire quality practitioners. These small firms cannot afford the additional infrastructure required if the training hours for licensing are reduced.

Busted!

Salons already provide on-the-job training for new employees. There is no skill difference in licensees coming out at around 1,000 hours from high school career tech programs and those at 1,500 hours from private schools and adult training programs. Changing the hours requirement to a floor not a ceiling will allow students to obtain jobs faster which will give business owners more candidates to choose from. The argument simply can't be made that the 1000 hours will produce poorly trained individuals, because Ohio's public schools have been producing qualified and successful students at around 1000 hours for many years.

Independent salons are more progressive than indicated. These are committed, savvy local owners that are very capable and use online resources provided by manufacturers, professional organizations and their peers. The availability of top-notch continuing education is at the fingertips of every beauty professional. The salon industry is known for its vast amount of education through hair shows, career fairs, events, seminars and conferences.

15. Myth

Less training would mean entry-level cosmetologists losing negotiating power leading to lower wages and reduced benefits.

Busted!

There is no data to support this claim. What's important is that the state is not imposing an insurmountable barrier to entry into a profession where safety and sanitation should be the chief regulation and requirement.

According to the [U.S. Bureau of Labor Statistics](#) the median hourly wage for hairdressers, hairstylists and cosmetologists was \$11.95 in May 2017. Wages are not dictated by cosmetology hours, but rather by the market cost of labor, cost of living and the overall workplace reality. Below is a list of the mean wages in states with their correlating hours, and it is clear there is no discernable pattern or significant difference that can be attributed to training hours.

District of Columbia	1,500	\$21.96
Delaware	1,500	\$17.09
Hawaii	1,800	\$16.17
Washington	1,600	\$19.56
Massachusetts	1,000	\$17.99
New Jersey	1,200	\$18.10
Virginia	1,500	\$17.82
Connecticut	1,500	\$16.29
New York	1,000	\$15.74
Maryland	1,500	\$15.16
Vermont	1,000 (2019)	\$16.24

There have been many references to a \$10/hour rate and a belief that hourly pay rates are higher in states requiring more training hours. Five states with required training hours between 1,000-1,250 hour states and their wages are as follows, as compared to Ohio:

Massachusetts	1,000	\$17.99
New York	1,000	\$15.74
Florida	1,200	\$15.37
New Jersey	1,200	\$18.10
Pennsylvania	1,250	\$12.77
Ohio	1,500	\$12.84

16. Myth

Larger salons often focus corporate training on in-house operations, not on the widely accepted safety and service standards in Ohio's current licensing program, thus further reducing the cosmetologist's marketability across the industry.

Busted!

Nationally branded salons would not be as successful as they are if they were dangerous and provided sub-par on-the-job training.

Public schools of cosmetology already graduate students who pass the current state exam at around 1,000 hours, and small salons are already currently hiring students who have around 1,000 hours of training.

No one who enters a profession is perfectly trained to handle all situations that come up while on the job. Once the basic education is mastered to ensure that safety, sanitation and basic skills are possessed by the licensee, then job experience is vital to perfecting the craft.

Internship and apprenticeship programs are provided for in [HB 189/ SB 129](#) which expose the student to the work environment to allow them to gain valuable experience while earning a wage. This is invaluable in rural and other less populated areas where it is difficult to get experience.