



OSA

OHIO SALON ASSOCIATION

Facts About HB 189/SB 129 May 31, 2018

Education

- **House Bill 189 (HB 189)** and **Senate Bill 129 (SB 129)** seek occupational licensure reforms to Ohio's cosmetology industry, including equalizing the number of required hours for private cosmetology schools and public vocational education programs at **1,000 hours**.
- Government should mandate only the minimum number of hours needed to ensure safe and sanitary cosmetology practices. HB 189 maintains that necessary training at **1,000 hours**.
- In late May 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 for students as well.
- Private cosmetology schools currently require **1,500 training hours** and tuition between **\$15,000 to \$30,000**, producing a substantial economic barrier to entry. The average cosmetology graduate accumulates up to **\$25,000 in debt**.
- Public vocational schools in Ohio already require around **1,000 cosmetology-specific training hours** and produce cosmetology graduates who enter the salon workforce at similar rates and success as private cosmetology school graduates.
- 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.
- EMTs require only **150 hours** of training, police officers **695 hours** and licensed practical nurses **1,376 hours** of training, far less than students in Ohio's private cosmetology schools.
- Salon owners and a national study find that more time in school does not make students more ready to perform their jobs. And regardless of training hours required, students must still pass a **licensing exam** to become a working cosmetologist.
- The legislation also 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 ([HB 4883](#)) validating Ohio's provision, allowing its cosmetologists, estheticians and nail technicians to take their respective licensing exams prior to completing the required study hours.
- Ohio's more than 13,000 salons generate **\$1.6 billion** in annual revenue. [HB 189/SB 129](#) seeks to remove burdensome education and employment barriers to help Ohio employers find the talent they need to succeed and grow, while allowing graduates to quickly enter the workforce with less debt.



Health and Safety


- The proposed 1,000-hour requirement includes, 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 diseases training and continuing education dedicated to safety and sanitation.
- Nothing prevents schools from offering additional health and safety training throughout the remaining education hours.
- 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.

Apprenticeship Opportunities

- More than **30 percent** (or 28 schools) of private cosmetology schools have closed in the past three years, leading to a decline in the number of available workers and educational opportunities for this in-demand occupation. We anticipate this number **continuing to grow** due to U.S. Department of Education [Gainful Employment Act](#) disclosures, requiring any non-degree program offered by non-profit or public institutions and all educational programs offered at for-profit institutions to lead to gainful employment.
- [HB 189/SB 129](#) create an **apprenticeship option** based on a successful European model that allows students to **earn a wage while learning** the skills needed for a successful cosmetology career.
- The Vermont legislation ([H.684](#)) signed into law by Governor Phil Scott creates an apprenticeship program as well.
- An apprenticeship is an especially important option in parts of the state where cosmetology schools have closed, since Ohio's salons rely on the schools to train workers. **Nearly a third** of private cosmetology schools have closed in the past three years.
- Ohio would become the **21st state** to have this provision for apprenticeship programs.

License Reciprocity

- Ohio becomes **more competitive** with other states, because [HB 189/SB 129](#) makes it unnecessary to take a licensing exam in Ohio if licensed in another state and permits work experience in other states to count toward Ohio licensing hours. Like obtaining a driver's license after a move, cosmetology workers would more easily and quickly be licensed and available to take on new jobs in Ohio.
- By reforming over-burdensome licensing laws that reduce barriers to workforce entry, [HB 189/SB 129](#) support [Ohio's Attainment Goal 2025](#), which includes having **65 percent** of Ohioans ages 25 to 65 achieve a credential, license or degree by 2025. ([Ohioans are currently at 43% of that attainment goal.](#))
- Just as drivers who move to Ohio aren't automatically required to take a test in order to get an Ohio drivers license, cosmetologists licensed in another state shouldn't have to take another test to work here.

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- Similar to [HB 189/SB 129](#), the new Vermont law ([H.684](#)) also provides license reciprocity, without examination, for out-of-state cosmetologists if they are licensed or certified in good standing in another state and the other state's licensure requirements are substantially similar to Vermont's or materially less rigorous if the person has 1,500 documented hours of practice for at least 1 year.

Natural Hair Stylist license and Minority-Owned Businesses

- The Natural Hair Stylist license would **remain** in [HB 189/SB 129](#).
- However, the Natural Hair Stylist license isn't often utilized. In 2017, there were just five active licenses and one new natural hair stylist license, and only 14 active and four newly-licensed natural hair stylist salons. However, that license will remain in these bills.

Provisions for Barbers

- These bills **do not** reduce the initial barber license hour requirements below 1,800.
- By way of comparison, there are roughly eight states now providing barber programs for 1,000 hours or less. This includes a new Vermont law (H.684), which lowers barber training hours from 1,000 to 750 and provides for a 1,500-hour apprenticeship track.
- The bills include two provisions affecting barbers, and both are to the **barbers' benefit**:
 - Barbers who wish to also obtain a cosmetology license would now need fewer training hours before sitting for the licensing exam.
 - Barbers would still be the only service providers allowed to provide straight razor shaving.

Additional Opportunities for salon owners and customers

- [HB 189/SB 129](#) also add provisions that permit mobile salons and on-location cosmetology services, introducing **more options** to consumers and opportunities for entrepreneurs.
- 47 percent of salon businesses in Ohio are minority-owned and 77 percent of salon businesses are owned by women. [HB 189/SB 129](#) will help these owners by ensuring they can find the talent and resources they need to grow their businesses.