

**CALIFORNIA
BOARD OF BARBERING AND COSMETOLOGY**



**JANUARY 12, 2021
Legislative and Budget Committee**

**PUBLIC
TELECONFERENCE**



**CALIFORNIA BOARD
OF
BARBERING AND COSMETOLOGY**



**MEMBERS OF THE
COMMITTEE**

Jacquelyn Crabtree
Andrew Drabkin
Lisa Thong

**LEGISLATIVE AND BUDGET
COMMITTEE MEETING**

**PUBLIC TELECONFERENCE
MEETING**

*Action may be taken on
any item listed on the
agenda.*

January 12, 2021

**9:00am – Until Completion of
Business**

NOTE: Pursuant to the provisions of Governor Gavin Newsom's Executive Order N-29-20, dated March 17, 2020, neither Board member locations nor a public meeting location are provided. Public participation may be through teleconferencing as provided below.

Important Notices to the Public: The Board of Barbering and Cosmetology will hold a public meeting via a Webex Events. To participate in the WebEx Events meeting, please log on to this website the day of the meeting:

<https://dca-meetings.webex.com/dca-meetings/onstage/g.php?MTID=e03654b7df2849c3f77aebf3f676b5940>

INSTRUCTIONS FOR PARTICIPATION: Please see the instructions attached hereto to observe and participate in the meeting using WebEx from a Microsoft Windows-based PC.

AGENDA

1. Call to Order/ Roll Call/ Establishment of Quorum
2. Review and Approval of the November 17, 2020 Committee Meeting Minutes
3. Discussion and Possible Recommendations Regarding Future Legislative Changes to:
 - a. Business and Professions Code (BPC) section 7316, Practice of Barbering and Cosmetology.
 - b. BPC sections 7362 through 7366, Curriculum Requirements.
4. Discussion and Possible Recommendations Regarding Requirements to be an Instructor in Board-Approved Private Schools

5. Public Comment on Items Not on the Agenda

Note: The Committee may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 11125.7(a))

6. Agenda Items for the Next Meeting

7. Adjournment

Action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the Committee Chair and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Committee prior to the Committee taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Committee, but the Committee Chair may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Committee to discuss items not on the agenda; however, the Committee can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).

The meeting is being held via Webex Events. The meeting is accessible to the physically disabled. A person who needs disability-related accommodation or modification in order to participate in the meeting may make a request by contacting: Marcene Melliza at (916) 575-7121, email: marcene.melliza@dca.ca.gov, or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request is a least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.

DRAFT
**CALIFORNIA STATE BOARD
OF
BARBERING AND COSMETOLOGY**

**LEGISLATIVE AND BUDGET COMMITTEE
TELECONFERENCE MEETING**

MINUTES OF NOVEMBER 17, 2020

COMMITTEE MEMBERS PRESENT

Jacquelyn Crabtree
Andrew Drabkin
Lisa Thong

STAFF MEMBERS PRESENT

Kristy Underwood, Executive Officer
Sabina Knight, Board Legal Representative
Allison Lee, Board Project Manager
Marcene Melliza, Board Analyst

1. Agenda Item #1, CALL TO ORDER/ ROLL CALL/ ESTABLISHMENT OF QUORUM

Lisa Thong, Board President, called the meeting to order at 8:58 a.m. and confirmed the presence of a quorum.

2. Agenda Item #2, REVIEW AND DISCUSSION OF 2019-2020 LEGISLATION IMPACTING THE BOARD

Kristy Underwood, Executive Officer, reviewed the 2019-2020 Legislation chart, which was included in the meeting packet, for the following bills:

- a. **AB 5 (Gonzalez) – Worker Status: Independent Contractors**
- b. **AB 193 (Patterson) – Barbering and Cosmetology Scope of Practice Changes**
- c. **AB 496 (Low) – Business & Professions Changes**
- d. **AB 817 (Kiley) – Mobile Units**
- e. **AB 1271 (Diep) – Licensing Examination Reports**
- f. **AB 1607 (Boerner Horvath) – Gender Discrimination**
- g. **AB 1928 (Kiley and Melendez) – Employment Standards**
- h. **AB 2113 (Low) – Refugees, Asylees, and Special Immigrant Visa Holders**
- i. **AB 2465 (Gonzalez) – Booth Renter Permit**
- j. **SB 188 (Mitchell) – Discrimination: Hairstyles**
- k. **SB 238 (Grove) – Workers Status**
- l. **SB 806 (Grove) – Employees: Independent Contractors**
- m. **SB 878 (Jones) – License Application Processing Timeframes**

Discussion

Ms. Thong asked about bills that may come up again next year.

Ms. Underwood stated Assembly Bill (AB) 5 may potentially come up again next year. The Sunset bill will provide changes and recommendations. She stated the hope that AB 817 will come back or will be addressed at the Sunset Review Hearing.

Ms. Crabtree stated AB 817 needs to be updated to include new issues caused by the COVID-19 pandemic. She asked for an update on AB 2465.

Ms. Underwood stated she anticipated AB 2465 being discussed in the coming year.

Ms. Crabtree asked about AB 5.

Ms. Underwood stated AB 5 was chaptered. It had a two-year extension to apply to manicurists.

Ms. Thong asked how the Legislature and the Board will examine impacts.

Ms. Underwood stated the Board does not track it but staff will reach out to the author's office to see if they have measurements.

Public Comment

Fred Jones, Legal Counsel, Professional Beauty Federation of California (PBFC), stated AB 5 and AB 2465 will be in play next year. Assembly Member Gonzales placed a two-year sunset for manicurists due to her concern about the nail salon sector. The speaker encouraged the Board to engage the author next year to extend that sunset. It would be unfair to allow hair salons and barber shops to utilize independent contractors but not nail salons.

Sylvia, who teaches at a community college, asked if temporary online practical labs will continue next year.

3. Agenda Item #3, DISCUSSION AND POSSIBLE RECOMMENDATION REGARDING FUTURE LEGISLATIVE CHANGES TO:

a. Business and Professions Code (BPC) section 7316, Practice of Barbering and Cosmetology

Ms. Underwood stated, in the context of the Board's upcoming Sunset Review Hearing, there has been much discussion about this industry's scope of practice, mobile units, and curriculum requirements. She stated the hope that the Board will continue to support the recommendations made to the esthetician scope of practice in the Sunset Review Report. The Board is constantly being asked about the need for esthetician licensure in the industry. She stated the need to review the esthetician scope of practice. The esthetician scope is practice is outdated; daily services are more advanced than when the statute was written. She stated Committee recommendations will be taken to the Board for discussion.

Discussion

Ms. Thong spoke in favor of reviewing the scopes of practice for updates, especially for the esthetician license.

Ms. Crabtree agreed. She asked for an update on individuals attempting to circumvent the licensing process.

Ms. Underwood stated the COVID-19 pandemic has increased in-home services and unlicensed activity. The largest issue is lashes since the lash manufacturing companies are certifying individuals for their product, when these individuals require an esthetician or cosmetology license to do lashes. She asked if there is a need to license specialized services rather than only a 1,600-hour general cosmetology license. She noted that a hairstyling license was recommended in the Sunset Review Report.

Ms. Crabtree cautioned against choosing one service to certify for because it starts to take away from every scope of practice, although a hairstyling only license makes sense because many individuals do not choose to do skin and nails.

Ms. Thong suggested looking at what consumers are paying for that are not necessarily broken out by license but are clearly areas of risk for potential problems and how to mitigate that risk. The other piece of this conversation from a legislative point of view is the private manufacturers who sell products, services, and certificates that do not align with state licensing and regulation. She asked if there is something that can be done legislatively about entities that are creating certificates that are not recognized by the state and misleading consumers to believe they can practice without being licensed.

Ms. Underwood stated the Board has the authority to discipline but can only discipline licensees. Laws are already strict. Eyelash services are clearly spelled out in the scope of practice. She stated staff will look at what other states are doing and report back to the Committee at a future meeting.

Mr. Drabkin suggested legislative discussions about stronger discipline, especially for individuals who are unlicensed.

Ms. Crabtree suggested educating consumers so they understand that they need to ensure that the person doing their lashes is licensed.

Ms. Underwood stated that would be a good discussion for the Outreach Committee.

Ms. Thong summarized the discussion to this point:

- Review the esthetician scope of practice.
- Review what should be licensed that is currently not licensed.
- Recommend Board discussion on specific licenses, such as a lash license.

Ms. Underwood stated many states have a waxing certificate and there is a national examination for waxing technician. The question is if an individual can make a living being a lash technician or a waxing technician.

Ms. Crabtree asked about the amount of education that is going into lashing or waxing certificates. Individuals need to understand the amount of education that comes with being an esthetician who works on skin doing waxing, lashes, or makeup because of the allergies that can happen.

Ms. Underwood stated staff will look into this and bring samples from different states on the license types that they issue and regulate and the education and testing associated with each type of license to the Committee for further discussion.

Ms. Thong stated this industry is always changing and regulations and licenses are reactive. She asked staff to see if there is any research or study for the future of this industry and whether there is a way for the Board to better understand what this industry might look like down the road. It might also be helpful to assess whether or not licenses should be broken out for specific services.

Public Comment

Wendy Jacobs, Founder, California Estheticians – Esthetician Advocacy; Founder, California Aesthetic Alliance (CAA), offered to help with the conversation about updating the esthetician scope of practice. She noted that licensees want a wax- or lash-only specialty license.

Fred Jones stated there are many levels of issues with license subcategories. It is worthy of discussion and comparison with other states. The National-Interstate Council of State Boards of Cosmetology (NIC) offers a waxing technician examination. There are also the issues of the schools that should be able to teach those skills and the fundamental health and safety instruction that PBFC thinks every licensee should get.

Fred Jones stated one issue where they would like to see the Board take a proactive role next year is to extend the two-year sunset on AB 5 to manicurists just as AB 5 does for all hair and skin professionals. AB 5 has many requirements on independent contractors to maintain their legitimate independence from the hiring establishment. It would be unfair for nail salon workers to lose those protections and requirements that are laid out in AB 5.

Wendy Jacobs stated estheticians already have makeup academies that could easily adapt to provide a licensed pathway for makeup artists in the industry. Lash academies do not require students to do much more than sign a disclaimer when they agree to take the class that they understand that they need to be licensed. She stated the way around that and to hold manufacturers responsible is to require that the instructors be licensed. There are lash academies working in establishments. If a larger academy is necessary, a motel suite or conference room could be rented for education. A temporary permit could be issued that would be part of an establishment license. She stated manufacturing companies should not be required to be licensed but their instructors should be.

Jaime Schrabek, Ph.D., Owner, Precision Nails, asked if the scope of practice for skincare should include the whole body.

b. BPC sections 7354 through 7361, Mobile Units

Ms. Underwood stated this item was mentioned in the last agenda item. Mobile units are RVs in a sense that are traveling establishments. The current statute has stringent requirements for mobile units that need to be updated. She asked the Committee to move to recommend to the Board that it support AB 817, which suggests updating the statute as follows:

- Reduce the required length of 24 feet of the mobile units since the majority of mobile units have only one station. There are smaller vehicles that can efficiently be used.
- Remove the section requiring additional city and county documents that brick-and-mortar establishments are not required to have and to have applicants sign under penalty of perjury that they have met those requirements.
- Remove the requirement for a 100-gallon potable water tank as this is unrealistic and unnecessary. Many of these vehicles are directed at barbering so shampooing and chemical services are not often provided.
- Change the requirement for a in-unit restroom to an accessible restroom.
- Remove the requirement for a stainless-steel container for depositing hair clips.
- Remove the requirement for a split-lead generator with a remote starter.

Discussion

Ms. Crabtree agreed that the statute needs updating. She asked about the reasoning behind being licensed within counties.

Ms. Underwood stated she did not know what it takes to be licensed in counties but some counties are stricter than others, such as in allowable travel distance.

Ms. Thong agreed that the mobile unit statute needs to be updated. She suggested recommending to the Board to support the legislation or to support the updating of the language for mobile units.

Ms. Thong moved that this Committee recommends to the Board to support the changes mirrored in AB 817 to the Board's Sunset bill.

Ms. Crabtree seconded.

Public Comment

Wendy Jacobs suggested including a discussion on individuals living in the mobile units. Rather than changing the regulations, the speaker suggested looking into the length of the Ford and Mercedes Benz Sprinter Vans. She stated the bed length or working length should be measured rather than the overall length of the vehicle. The speaker noted that the split-lead generator is important especially with barbering and individuals who work with hot tools, such as dryers. She noted that the lead goes directly into the circuit breaker.

MOTION: Ms. Thong made a motion, seconded by Ms. Crabtree, that the Committee recommends to the Board to support the changes mirrored in Assembly Bill 817 to the Board's Sunset bill. Motion carried 3 yes, 0 no, and 0 abstain, per roll call vote as follows:

The following Committee Members voted "Yes": Crabtree, Drabkin, and Thong.

c. BPC sections 7362 through 7366, Curriculum Requirements

Ms. Underwood stated it is important for the Committee and the Board to review the curriculum requirements especially because it will come up during the Sunset Review Hearing and is one of the reasons the Board's Sunset Review was postponed. There are legislators that feel that the curriculum is a barrier to entry. The discussion nationally is on whether or not 1,600 hours is too much for a cosmetology license and 1,500 hours is too much for a barbering license. The Board reviewed this issue years ago but it warrants another discussion. The questions are if students need to go to school for this amount of time to perform services safely and if there a different position that the Board should be looking at heading into Sunset Review.

Discussion

Ms. Crabtree stated her understanding that the hours were reduced for an individual to get their hair license. She asked if that was also true for barbering.

Ms. Underwood stated a hair stylist license was recommended in the Sunset Review Report. The difference is that barbering includes shaving. She stated even the need for less hours for cosmetology and barbering may be questioned.

Mr. Drabkin stated the Board concluded in 2018 that 1,600 hours is reasonable. He asked if the argument against the 1,600 hours is the time involved or the cost. The Board needs to reframe it to emphasize what is needed to practice the skill and should not concern itself with the cost – that is the Legislature's concern. It is less expensive to go to community college than it is to go to a professional beauty school. He suggested that the Legislature focus on providing more opportunities through public education rather than incurring private school debt.

Mr. Drabkin stated the need to review the number of hours the Board feels is best to receive these licenses and then to make the argument that this is what the Board thinks is needed based on its expertise. If the barrier is the cost, the Legislature needs to resolve that issue. He suggested that the Committee consider if the 1,600 hours is still relevant in today's world and frame it by how to contain the cost versus what it takes to practice in the field.

Ms. Underwood stated the argument may be about the cost, the time it takes, or a combination of both.

Ms. Crabtree stated the question about hours has been discussed in this industry forever because California has one of the highest numbers of hours to obtain a license. There have been discussions about making the number of hours the same nationally.

Ms. Underwood stated deregulation has gone hand-in-hand with the ongoing discussions nationally. One of the reasons is because there are states that have 2,100 hours for cosmetologists, and the majority of states are at 1,500, while Texas and New York are at 1,000 hours. Individuals looking at deregulation question 2,100 hours versus 1,000 hours for licensure for the same services. National groups have not had discussions about what exactly is needed. The Board's recommendation in 2018 was to maintain the 1,600 hours. She suggested bringing back the original 1,600-hour report to the next Board meeting for discussion.

Mr. Drabkin stated, since the COVID-19 pandemic, he is not as interested in holding other states up as examples of what to do.

Ms. Crabtree asked if the Legislature wants the Board to reduce the number of hours.

Ms. Underwood stated the question about the number of hours has come up at informational hearings. It is part of a national discussion, which is why action has been taken in other states.

Ms. Thong stated, similar to the Personal Service Permit, the Legislature will force the Board to review the hours. It is a question of whether the Board wants to do it on their own terms or wait until the Legislature charges the Board with this through Sunset.

Ms. Underwood stated the 1,600-hour review in February of 2018 and also in 2005 was forced by the Legislature. Both times, the Board recommended no changes. She stated, this time, the Board may be forced to make changes.

Ms. Thong stated the Legislature does not have a lot of context about this industry. The way they look at it is by numbers and data. 1,600 hours is six months of schooling. Regardless of the cost, the Board is asking students to be essentially unemployed in order to put in the eight-hour days for six months of school. In addition to the costs of schooling, there are also costs involved to take the licensing examination. The Legislature sees that there are a number of challenges for individuals who want to get into this industry and are looking for ways to make it easier to get the required education and to get licensed.

Mr. Drabkin stated alternatives are provided, such as the Apprenticeship Program. He suggested that the Board can be proactive about it and do another evaluation of hours, compare them state by state, and note the differences such as the emphasis or deemphasis in training in states with less time requirements. Gathering detailed data will help the Legislature better understand the reasoning behind the Board's recommendations and puts the onus on the Legislature to determine what is not necessary and can be cut.

Ms. Underwood stated there have been discussions about going to a competency-based curriculum over the current clock-hour-based curriculum with a set number of operations to complete. This seems logical. The issue of the selling of hours in this industry is rampant and going to a competency-type of setting would have even less accountability for bad schools. She noted that, unlike California, most other states have oversight of their schools.

Mr. Drabkin stated the need to regularly review requirements. He suggested asking the Legislature what the issues are and how they can be addressed.

Ms. Underwood stated one of the issues that will come up is consumer harm. The Legislature is more concerned with a safe haircut as opposed to a good haircut. As an example, they question the need for 1,100 hours of hair dressing for the barbering curriculum.

Ms. Crabtree stated she was on the Committee that reviewed the curriculum hours in 2018. It was determined that 1,600 was required to cover everything. As a compromise to changing the 1,600 hours, the Committee recommended a hair-only license. She stated the Legislature will possibly ask to reduce the 1,500-hour barbering curriculum as well since it is only 100 hours less than the cosmetology curriculum. She agreed with

the need to focus more on health and safety versus technique. Requiring a certain number of technical haircuts is not necessary while in school.

Ms. Underwood suggested that this Committee review the original 2018 report at the beginning of next year.

Ms. Thong stated it does not seem that the recommendations made by the Committee in 2018 will change by reviewing the curriculum again. She stated the reality is that hours need to be cut. She asked what new information is relevant to a decision to cut curriculum hours. The issue is either someone else will do it or the Board will do it. She asked what the lens is that the Board will need to look at and what information is needed to determine that. It would be helpful to understand what cutting hours would look like and what steps must be taken to determine whether the Board should do another curriculum review and, if the answer is yes, what that process would look like.

Ms. Underwood asked how to defend the Board's requirement for 1,600 curriculum hours and if it results in better consumer protection. She asked what the response would be to the question of why 1,100 hours are required for hair styling instruction.

Mr. Drabkin suggested another Committee meeting to further discuss this issue, go through the curriculum, and work on the defense. The Board needs to be able to say they reviewed the curriculum, these are the required hours, and these are the reasons why. He suggested using the 2018 report as a template, saying the Board reviewed the curriculum in 2018 with another review at the end of 2020 and beginning of 2021, taking into account current circumstances, costs, etc., and this is what is essential.

Ms. Thong summarized the recommendations of the Committee:

- Schedule another meeting.
- Review the 2018 curriculum review report.
- Determine whether maintaining the 1,600 hours is what should be recommended.
- Include a review of the guidelines the Committee at the time used to review the hours and to justify the curriculum.
- Line up the hours of curriculum with risk assessment and harm to consumers.
- Establish guiding principles in terms of how to look at the curriculum including the Board's purview, which is health and safety.
- Put this issue on the next agenda. Staff is to develop materials to bring to the Committee for consideration.

Ms. Thong suggested a discussion about adding the requirement that instructors must be licensed or certified by the Board within Business and Professions Code (BPC) sections 7362 through 7366 at the next meeting.

Public Comment

Dr. Schrabec stated the 2018 report does not include justification for the number of hours required. The speaker suggested starting from the ground up not working backwards and trying to justify what is currently required since this does

not lead to anything that is effective and legally defensible. The speaker suggested starting with the end goal in mind, such as a significant reduction in the number of hours but at the same time require continuing education. Continuing education is an area where this industry falls short of staying current, particularly around issues of health and safety and new regulations that are promulgated by the Board.

Fred Jones stated the Committee did do some ground up review of the 1,600 hours such as suggesting modules that could be consistent across license types, which would allow for crossover opportunities between license types. The speaker stated the Board provided a new form of flexibility within the curriculum several years ago, which moved away from hour-by-hour micromanagement and provided general rubrics with an overall number of hours.

Fred Jones stated the need to focus on barriers to entry. Legislators are concerned about students going into debt going to school for several months before they can start earning. This is why the Board suggests a hair stylist license with less hours so they are in school less. Externship credit hours should be dramatically increased and allow externs to be paid. The speaker suggested possibly allowing students to take the written examination earlier and receive a provisional license allowing them to go to work for pay while they complete their practical skills. After 39 hours of instruction, students can start earning while learning through the apprenticeship program. Also, high school students can take courses in community colleges so their first two years are free. There are many pathways to licensure beyond just full-time in a private postsecondary beauty school. The Board needs to be proactive in informing and educating policymakers.

Wendy Jacobs stated, in the Assembly and Senate Committee hearings, legislators had no idea that continuing education was not a requirement. Legislators brought up the fact that police officers have less education than a hairdresser. This must be countered with the fact that police officers have supervisors and continuing qualifications that go on throughout their careers but this industry does not have that.

Wendy Jacobs agreed with the need for health and safety that is consistent among the license types. This would allow quick crossover for individuals to pick up an additional license without having to complete excessive amounts of hours that have already been covered in other programs. There is a standing health and safety program to build from. A robust continuing education program would be important if the 1,600-hour requirement is reduced. Community colleges need to be brought into this process.

Fred Jones stated a number of governors have vetoed or threatened to veto efforts to mandate continuing education. Given the concern in the Legislation and the other states about barriers to occupational licensing entry, it would be impossible to get a statutory mandate for mandatory continuing education in this current climate.

Wendy Jacobs stated estheticians and manicuring programs do not have the opportunity for apprenticeship, which is also a barrier to entry that should be resolved.

4. Agenda Item #4, PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

Fred Jones stated there has been a lot of concern with the recent growth in the rate of COVID-19 positivity rates, hospitalizations, and increase in death rates. There has been concerns about whether the Board will continue to receive the same level of respect recently earned by the governor and the California Department of Public Health, i.e., the purple tier. The speaker stated messages about the potential for reclosures of salons and spas need to go out to licensees so they can prepare.

5. Agenda Item #5, AGENDA ITEMS FOR THE NEXT MEETING

Mr. Drabkin suggested a discussion about working with the Legislature on a plan for current and future pandemics.

Ms. Thong asked staff for a report on areas that need to be addressed in the regulations related to emergency protocols or guidelines and if there are issues seen from licensees in terms of operations being able to comply with the Board's regulations during the COVID-19 pandemic so the Committee can determine if changes need to be made to operations or regulations.

Ms. Thong asked to add the election of a chair for this Committee to the next agenda.

Ms. Thong suggested discussions on the conversations today, such as teachers and schools.

6. Agenda Item #6, ADJOURNMENT

There being no further business, the meeting was adjourned at 11:29 a.m.

California Board of Barbering and Cosmetology

**Report to the Assembly Committee on Business and Professions and the Senate
Committee on Business, Professions and Economic Development**

Purpose

Pursuant to Section 7303.2 (a) of the Business and Professions Code (BP&C), the California Board of Barbering and Cosmetology (Board) is submitting the following report regarding the 1600-hour training requirement for cosmetologists, the occupational analysis of the cosmetology profession in California and the review of the national written and practical examinations for cosmetologists.

Background

Assembly Bill 181 (Statutes of 2015, Chapter 430) requires the Board to do the following:

- Review the 1600-hour training requirement for cosmetologists;
- Conduct an occupational analysis of the cosmetology profession in California;
- Conduct a review of the national written and practical examination for cosmetologists to determine if the exams assess critical competencies for California cosmetologists.

The findings and recommendations of the reviews shall be reported to the Assembly Committee on Business and Professions and the Senate Committee on Business, Professions and Economic Development no later than November 1, 2018.

1600-Hour Cosmetology Curricula Review Methodology

For the Board to accurately review the 1600-hour Cosmetology curricula training requirement, a working group was established. This group consisted of Board Members, Industry representatives, Community College representatives, and private Cosmetology school representatives. The working group met on February 5 – 6, 2018, and after extensive discussion agreed that 1600 hours of training should be required for a California cosmetology license.

During the discussions several recommendations were made to the Board regarding the restructuring of the cosmetology curricula for simplicity and clarity.

I. Issues

The following curriculum issues were discussed during the workshop:

- Curriculum language is confusing, out dated, and does not appear to provide enough hours to complete both the theory portion and practical instruction, as specified.
- Current curriculum does not require a student to be supervised by an instructor while performing services on a client.
- The Nail Care curricula only requires 100 hours of health and safety training as opposed to all other curriculums requiring 200 hours.
- The mandated Health and Safety Course (BP&C § 7389) is not included in the current curriculum outlines.

II. Working Group Deliberations

During the deliberations, working group participants were asked if they felt the current cosmetology curricula adequately prepares a student to take a National Interstate Council of State Board's (NIC) cosmetology licensing examination. Participants expressed concern with various aspects of the NIC examinations.

NIC Practical Examination Concerns

During a student's school instruction, a great deal of emphasis is placed on infection control. Students are required to learn extensive disinfection procedures such as how to safely mix quaternary ammonium (quats) for the disinfection of tools and the use of gloves to remove the disinfected tools from the quat solution, for worker protection. The NIC practical exam does not require examinees to demonstrate how to adequately mix up the quats solution or how to safely remove the tools from the solution. In addition, NIC has examinees use hand sanitizer to demonstrate hand sanitizing (instead of hand washing with soap and water).

It was also noted, that given California's history* regarding improperly cleaned pedicure foot spas, NIC does not require any examinee to demonstrate how to properly clean and disinfect a foot spa. Participants felt that knowing proper foot spa disinfection procedures should be considered a minimal competency for maintaining client health and safety.

Participants did not feel the use of a mannequin head/hand was an appropriate means for testing with regard to some services (such as the demonstration of a facial massage or nail enhancement application).

It was acknowledged from an exam proctor safety aspect that using odorless nail monomer may be beneficial, however this type of monomer reacts differently than a

* Winthrop Kevin L, Marcy Abrams, Mitchell Yakrus, Ira Schwartz, Janet Ely, Duncan Gillies, and Duc J. Vugia. 2002. "An Outbreak of Mycobacterial Furunculosis Associated with Footbaths at a Nail Salon." The New England Journal of Medicine.

regular monomer, so the efficacy of the test was questioned as real-world simulation is not maintained.

NIC Written Examination Concerns

It was noted by the working group participants that the NIC written exam questions are outdated and test on non-essential information such as in-depth scientific information, recognition of the disease process, in-depth information on the circulatory system, anatomy and physiology. It was felt that the extent of testing on these subjects is not relevant to the minimal competency of a service provider in day-to-day work-related operations. For instance, the NIC written exam contains questions on the names of the bones and muscles of the body, the working group stated that knowing the actual name of a bone or muscle holds no real value to the licensee, rather knowing the practical application of knowing that there is a muscle and how the service affects the muscle is of practical value. It was noted that requiring rote memorization and testing on subject matter that is of no use is pointless and a waste of resources. In addition, the written test contains questions regarding the recognition of the disease process. The working group felt this too was pointless as Board licensees should be taught that if there is something unusual, abnormal or questionable, they should be referring the consumer to a medical professional (for treatment and diagnosis). They should not be taught and tested so extensively that they are inclined to diagnose or treat the abnormality thereby engaging in out of scope medical practices. While the working group did include anatomy and physiology within some sections of the curricula, they did so with the intent that it should be taught pertaining to the specific subject as listed, for practical value, not a general memorization of information for testing.

III. Recommendations

1. Working group participants recommended the Board start regulatory change to implement a module based curriculum. A sample of the proposed Cosmetology module based curriculum appears in Appendix A. As part of the recommended module based curriculum the workgroup did not require theory hours and practical operations to be tracked individually. It was recommended to require a number of hours per subject that included both theory instruction and practical instruction and let the schools determine how many practical operations would be needed to establish the student's minimal competency. This determination would be met by several factors, including the student's natural ability, strength of student material retention and the student's long-term career plans. It was noted by the work group, that other state boards throughout the country have had success with this type of curriculum structure.

NOTE: Currently, the Board does not require proof of actual practical operations performed on the proof of training document required to sit for a licensing examination but rather only proof that the school hours were obtained.

2. It was recommended that the Board meet with NIC to encourage the exam questions be altered to reflect information that is useful to the examinee when working in the industry (such as infection control, using electrical equipment safely, chemical disposal process, etc.)
3. Participants recommended pursuing the following regulatory change to Section 950.2 of the California Code of Regulations to secure proper supervision of students while performing services on clients.

950.2. Curriculum for Cosmetology Course

(a) The curriculum for students enrolled in a cosmetology course shall consist of sixteen hundred (1600) hours of technical instruction and practical training covering all practices constituting the art of cosmetology pursuant to Section 7316 of the Barbering and Cosmetology Act.

(b) For the purpose of this section, technical instruction shall mean instruction by demonstration, lecture, classroom participation, or examination; practical operation shall mean the actual performance by the student of a complete service on another person or on a mannequin. Practical training shall mean the time it takes to perform a practical operation. **While performing services on a person, the student must be "supervised" by a designated licensee. The tasks performed by the student must be within the scope of practice of the designated licensee who is supervising the student.**

4. All participants agreed that the Board, in addition to a Cosmetology and Barber license, should pursue implementing a Hairstyling license. (Note: The **hairstyling** curricula may be met by utilizing Module A – Hairstyling and Module D – Health and Safety, see Appendix B).

Reasons for this recommendation included:

- A Hairstyling license would allow individuals who only wish to offer hair services a faster method of entry into the profession.
- Lower student loan debt since less would be charged for the hairstyling course.
- Several other state board's offer a hairstylist/hairstyling license, so having a hairstyling license in California would make entry into the California working class easier for non-state residents desiring to move to California (including spouses of active duty military personnel).

Cosmetology Occupational Analysis

For the October 2017, Occupational Analysis of the Cosmetology profession conducted by the Office of Professional Examination Services see Appendix C.

National Interstate Council of State Boards (NIC) Examination Review

For the June 2018, National Interstate Council of State Boards Cosmetology Examination audit conducted by the Office of Professional Examination Services see Appendix D.

APPENDIX A

Under the working group's proposal, the Board's curriculums (Sections 950.1, 950.2, 950.3, 950.4 and 950.5 CCR) would be folded into a single, revised Section 950.1 (see proposed regulatory language below) that would refer to six charts or "modules," each reflecting a specific area of study. These charts would be incorporated into the Board's regulations.

§ 950.1 School Curriculums.

- (a) The curriculum for students enrolled in a barbering course shall consist of fifteen hundred (1,500) hours of technical instruction and practical training in accordance with Modules A, B and F.
- (b) The curriculum for students enrolled in a cosmetology course shall consist of sixteen hundred (1,600) hours of technical instruction and practical training in accordance with Modules A, C, D and F.
- (c) The curriculum for students enrolled in a skin care course shall consist of six hundred (600) hours of technical instruction and practical training in accordance with Modules C and F.
- (d) The curriculum for students enrolled in a nail care course shall consist of four hundred (400) hours of technical instruction and practical training in accordance with Modules D and F.
- (e) The curriculum for students enrolled in an electrology course shall consist of six hundred (600) hours of technical instruction and practical training in accordance with Modules E and F.
- (f) The Board recommends that schools provide training to all students in the area of communication skills that includes professional ethics, salesmanship, decorum, record-keeping, client service record cards, basic tax responsibilities related to independent contractors, booth renters, employees and employers.

Students would qualify to sit for the respective licensing examination by completing the modules as follows:

	Barber	Cosmetologist	Skin Care	Nail Care	Electrologist
Module A – Hairstyling	1,100	1,100			
Module B – Shaving	200				
Module C – Skin Care		200	400		
Module D – Nail Care		100		300	
Module E – Electrology					400
Module F – Health & Safety	200	200	200	100*	200
TOTAL	1,500	1,600	600	400	600

***Note:** It was the working group’s recommendation that the Board change the Nail Care 100-hour Health and Safety training requirement (Module F) to 200 hours for consistency with the other license types and given that nail care licensees continue to be the highest cited licensee group of the Board.

For the purposes of this report, only the modules (A, C, D and F) relating to the Cosmetology curriculum breakdown is provided as follows, as recommended by the working group:

MODULE A – HAIRSTYLING	
The Board’s Hairstyling Module shall consist of a total of 1,100 hours of technical and practical instruction.	
<p><u>Hairstyling</u></p> <p>The subject of Hairstyling shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Draping and Shampooing • Principles of hair design • Wet hairstyling (such as finger waving, pin curls, hair wrapping and roller sets) • Braiding • Thermal Styling (such as blow dry styling, flat iron styling, styling with a curling iron, press and curl styling, hot comb styling, and thermal straightening) • Hair extensions applied using reactive chemicals • Health and safety considerations as it relates to hairstyling services • Anatomy and physiology as it relates to hairstyling services • Chemistry as it relates to hairstyling products 	250 Hours
<p><u>Chemical Texture Services</u></p> <p>The subject of Chemical Texture Services shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Chemical Draping and Shampooing • Predisposition test; safety precautions • Chemical permanent waving (acid and alkaline) • Curl reformation • Chemical Straightening (such as sodium hydroxide based relaxers, thio-based straighteners, keratin and thermal straighteners) • Health and safety considerations as it relates to chemical texture services • Anatomy and physiology as it relates to chemical texture services • Chemistry as it relates to chemical texturing products 	250 Hours

<p><u>Hair Coloring and Hair Lightening</u></p> <p>The subject of Hair Coloring and Hair lightening shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Chemical Draping and Shampooing • Predisposition and strand tests; safety precautions • Formula mixing • Use of semi-permanent, demi-permanent, permanent, direct color and temporary colors • Dimensional colors (such as highlights, low lights, foiling, ballayage) • Lash/Brow Tinting (only FDA approved products may be used; otherwise, student should learn tinting via simulation) • Bleaching • Use of color removers • Color correction • Health and safety considerations as it relates to hair coloring and hair lightening services • Anatomy and physiology as it relates to hair coloring and hair lightening services • Chemistry as it relates to hair coloring and hair lightening products 	<p>250 Hours</p>
<p><u>Hair Cutting</u></p> <p>The subject of Hair Cutting shall include, but is not limited to, the following topics:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Draping and Shampooing • Principles of hair design • Use of shears, texturizing shears and razor • Electrical clippers/trimmers • Health and safety considerations as it relates to hair cutting services • Anatomy and physiology as it relates to hair cutting services 	<p>250 Hours</p>
<p><u>Miscellaneous Hours</u></p> <p>To be implemented at the discretion of the school to strengthen student performance in curriculum related areas; or for supervised field trips and other course related training.</p>	<p>100 Hours</p>

MODULE C – SKIN CARE (Cosmetologist)	
Skin Care Students: The Board’s Cosmetology Skin Care Module shall consist of a total of 200 hours of technical instruction and practical training.	
<p><u>Manual, Electrical and Chemical Facials</u></p> <p>The subject of Manual, Electrical and Chemical Facials shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (skin analysis) • Client Protection • Draping • Client Preparation (such as intake procedures, contraindications, professionalism, client record keeping, pre- and post-service care, CPR/AED equipment) • Manual Facials: cleansing, scientific manipulations, packs, and masks • Electrical Facials: Use of electrical modalities, dermal lights and electrical equipment for facials and skin beautification purposes within the limits set by Section 991 CCR • Chemical Facials: Chemical skin peels, packs, masks, scrubs and contraindications • Health and safety considerations as it relates to facial services • Anatomy and physiology as it relates to facial services • Chemistry as it relates to skin care products <p>All facial training shall emphasize that only the non-living, uppermost layer of facial skin, known as the epidermis, may be removed, and only for the purpose of beautification.</p>	<p>75 Hours</p>
<p><u>Hair Removal</u></p> <p>The subject of Hair Removal shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and skin analysis) • Client Protection • Draping • Eyebrow shaping and hair removal techniques • Waxing (strip or non-strip wax), sugaring, tweezing • Manual or electrical depilatories. • Health and safety considerations as it relates to hair removal services • Anatomy and physiology as it relates to hair removal services • Chemistry as it relates to hair removal products 	<p>75 Hours</p>

<p><u>Make-up</u></p> <p>The subject of Make-up shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (skin analysis) • Client Protection • Draping • Basic and Corrective make up application • Application of artificial eyelashes (such as strip lashes, individual lashes and lash extensions) • Health and safety considerations as it relates to the application of makeup services • Anatomy and physiology as it relates to make up services • Chemistry as it relates to make up products 	50 Hours
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MODULE D – NAIL CARE (Cosmetologist)

Nail Care Students: The Board’s Cosmetology Nail Care Module shall consist of a total of 100 hours of technical instruction and practical training.

<p><u>Natural Nails</u></p> <p>The subject of Natural Nails shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Skin and nail analysis • Client Preparation • Manicures • Pedicures • Elbow to fingertip massage • Knee to toe massage • Health and safety considerations as it relates to natural nail services • Anatomy and physiology as it relates to natural nail services • Chemistry as it relates to natural nail products 	40 Hours
<p><u>Nail Enhancements</u></p> <ul style="list-style-type: none"> • Skin and nail analysis • Client Preparation • Application of nail enhancements (such as gel, acrylic liquid and powder, nail tips) • Nail wraps and repairs • Health and safety considerations as it relates to nail enhancement services 	

<ul style="list-style-type: none"> • Anatomy and physiology as it relates to nail enhancement services • Chemistry as it relates to nail enhancement products 	60 Hours
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MODULE F – HEALTH AND SAFETY	
<p>Barbering, Cosmetology, Skin Care, Nail Care and Electrology Students: The Board’s Health and Safety Module shall consist of a total of 200 hours of technical instruction and practical training.</p>	
<p><u>Laws and Regulations</u></p> <p>The subject of Laws and Regulations shall include, but is not limited to, the Barbering and Cosmetology Act and the Board's regulations.</p>	20 Hours
<p><u>Health and Safety Course for Licensees</u></p> <p>Pursuant to section 7389 of the California Business and Professions Code, the Health and Safety Course shall be taught in all schools approved by the Board.</p>	20 Hours
<p><u>Safety Considerations</u></p> <p>The subject of Safety Considerations shall include, but is not limited to, the following:</p> <ul style="list-style-type: none"> • <u>Hazardous Substances/Chemical Safety</u> (such as Safety Data Sheets, injury prevention, chemical transportation and storage, disposal of chemical substances, chemical overexposure) • <u>Electrical Safety</u>: Electrical current, principles of operating electrical devices, and the various safety precautions when operating electrical equipment • <u>Fire Safety</u> 	60 Hours
<p><u>Infection Control:</u></p> <p>The subject of Infection Control shall include, but is not limited to, the following topics:</p> <ul style="list-style-type: none"> • <u>General Principles</u>: Proper procedures and techniques to protect the health of the consumer and service provider • <u>Transmission and Prevention of Communicable Diseases</u> • <u>Disinfecting Tools</u>: Cleaning and disinfection of electrical and non-electrical tools according to the regulations of the California State Board of Cosmetology (Section 979, 980, 980.1, 980.2, 980.3, 980.4 and 981 CCR). • <u>Sterilizing Equipment</u>: Operation and maintenance of autoclaves and dry-heat sterilizers. 	100 Hours

APPENDIX B

The working group recommended the Hairstyling license training be composed of Modules A and F.

MODULE A – HAIRSTYLING	
The Board’s Hairstyling Module shall consist of a total of 1,100 hours of technical and practical instruction.	
<p><u>Hairstyling</u></p> <p>The subject of Hairstyling shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Draping and Shampooing • Principles of hair design • Wet hairstyling (such as finger waving, pin curls, hair wrapping and roller sets) • Braiding • Thermal Styling (such as blow dry styling, flat iron styling, styling with a curling iron, press and curl styling, hot comb styling, and thermal straightening) • Hair extensions applied using reactive chemicals • Health and safety considerations as it relates to hairstyling services • Anatomy and physiology as it relates to hairstyling services • Chemistry as it relates to hairstyling products 	250 Hours
<p><u>Chemical Texture Services</u></p> <p>The subject of Chemical Texture Services shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Chemical Draping and Shampooing • Predisposition test; safety precautions • Chemical permanent waving (acid and alkaline) • Curl reformation • Chemical Straightening (such as sodium hydroxide based relaxers, thio-based straighteners, keratin and thermal straighteners) • Health and safety considerations as it relates to chemical texture services • Anatomy and physiology as it relates to chemical texture services • Chemistry as it relates to chemical texturing products 	250 Hours

<p><u>Hair Coloring and Hair Lightening</u></p> <p>The subject of Hair Coloring and Hair lightening shall include, but is not limited to, the following techniques and procedures:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Chemical Draping and Shampooing • Predisposition and strand tests; safety precautions • Formula mixing • Use of semi-permanent, demi-permanent, permanent, direct color and temporary colors • Dimensional colors (such as highlights, low lights, foiling, ballayage) • Lash/Brow Tinting (only FDA approved products may be used; otherwise, student should learn tinting via simulation) • Bleaching • Use of color removers • Color correction • Health and safety considerations as it relates to hair coloring and hair lightening services • Anatomy and physiology as it relates to hair coloring and hair lightening services • Chemistry as it relates to hair coloring and hair lightening products 	<p>250 Hours</p>
<p><u>Hair Cutting</u></p> <p>The subject of Hair Cutting shall include, but is not limited to, the following topics:</p> <ul style="list-style-type: none"> • Client Consultation (hair and scalp analysis) • Draping and Shampooing • Principles of hair design • Use of shears, texturizing shears and razor • Electrical clippers/trimmers • Health and safety considerations as it relates to hair cutting services • Anatomy and physiology as it relates to hair cutting services 	<p>250 Hours</p>
<p><u>Miscellaneous Hours</u></p> <p>To be implemented at the discretion of the school to strengthen student performance in curriculum related areas; or for supervised field trips and other course related training.</p>	<p>100 Hours</p>

MODULE F – HEALTH AND SAFETY	
Barbering, Cosmetology, Skin Care, Nail Care and Electrology Students: The Board’s Health and Safety Module shall consist of a total of 200 hours of technical instruction and practical training.	
<u>Laws and Regulations</u> The subject of Laws and Regulations shall include, but is not limited to, the Barbering and Cosmetology Act and the Board's regulations.	20 Hours
<u>Health and Safety Course for Licensees</u> Pursuant to section 7389 of the California Business and Professions Code, the Health and Safety Course shall be taught in all schools approved by the Board.	20 Hours
<u>Safety Considerations</u> The subject of Safety Considerations shall include, but is not limited to, the following: <ul style="list-style-type: none"> • <u>Hazardous Substances/Chemical Safety</u> (such as Safety Data Sheets, injury prevention, chemical transportation and storage, disposal of chemical substances, chemical overexposure) • <u>Electrical Safety</u>: Electrical current, principles of operating electrical devices, and the various safety precautions when operating electrical equipment • <u>Fire Safety</u> 	60 Hours
<u>Infection Control:</u> The subject of Infection Control shall include, but is not limited to, the following topics: <ul style="list-style-type: none"> • <u>General Principles</u>: Proper procedures and techniques to protect the health of the consumer and the service provider • <u>Disinfecting Tools</u>: Cleaning and disinfection of electrical and non-electrical tools according to the regulations of the California State Board of Cosmetology (Section 979(a) through (h), 980, 980.1, 980.2, 980.3, 980.4 and 981 CCR). • <u>Sterilizing Equipment</u>: Operation and maintenance of autoclaves and dry-heat sterilizers. 	100 Hours

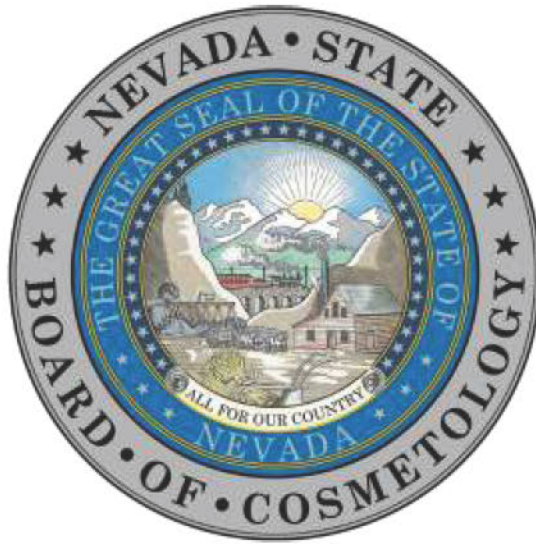
School Hours for License Types											
State	Cosmetologist	Barber	Esthetician	Mani/Nails	Electrology	Hair Stylist/Dresser	Hair Braider	Instructor	Continuing Education	Theory and/or Practical Exams	Notes
Alabama	1500	1000	1000	750	N/A	N/A	210	650 if licensed a year, 1500 if not	N/A	Both	
Alaska	N/A	1650 (1350 for non-chemical)	350	12	N/A	1650	35	1 year licensed + 600 hrs or 3 years licensed	N/A	Mani and Hair Braider written exams administered by training program, all others both exams	
Arizona	1600	1500	600	600	N/A	1000	N/A	1 year licensed and 350 for Cosmo, Nail, Aesth, Hairstyling; 2 years licensed for barber	N/A	Both	Blow dry stylist unregulated - only requirement to attend Board's Infection Protection & Law Class
Arkansas	1500	1500	600	600	600 (350 if licensed cosmo)	N/A	N/A	600	8 for instructors every 2 years	Both	
California	1600	1500	600	400	600	N/A	N/A	N/A	N/A	Both	
Colorado	1500	1500	600	600	N/A	1200	N/A	N/A	Not required, but is an option to qualify for reinstatement.	Both	
Connecticut	1500	1000	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Both	
Delaware	1500	1500	600	300	300	N/A	N/A	500 hrs or licensed 2 yrs + 250 hrs	N/A	Both	
Washington DC	1500	1500	600	350	N/A	N/A	100	1000	6 every 2 years	Both	Barber and Cosmetology Manager 500 hours + Theory only

Florida	1200	1200	260 (facial specialist)	240	N/A	N/A	16	N/A	Every 2 years to renew: Cosmo, Nail, Facial 16 hrs; barbers 2 hrs; hair braiders 2 hrs	Cosmo and Barber both exams; Facial specialist, Nail tech, and Braider no exams	Hair wrapper 6 hrs; Body wrapper 12 hrs
Georgia	1500	1500 master (barber II 1250)	1000	525	N/A	1250	N/A	750	5 every renewal; Instructors 15 every renewal	Both	
Hawaii	1800	1500	600	350	N/A	1250	N/A	600	N/A	Both	
Idaho	1600	900	600	400	N/A	900 (barber stylist 1500)	cosmo scope	500 or 900	N/A	Both for all except makeup artist	100 Makeup Artist Certificate
Illinois	1500	1500	750	350	N/A	N/A	300	Cosmo/Barber 500/1000 Esthetics 500/750 NT 500/625 Hair Braider 500/600	Every 2 years: cosmo 14; Esthetics, Nail, and Hair braider 10	Written only, practical taken at school	
Indiana	1500	1500	700	450	300	N/A	N/A	1000	N/A	Both	
Iowa	2100	2100	600	325	425	N/A	Register only	1000 or 2 years licensed + 16 hrs instructor training. Electrology: + 60 hrs	6 every 2 years	Barber both, other licenses theory only	
Kansas	1500	1200-1500	1000	350	500	N/A	N/A	450 or 300 + 1 yr experience	Cosmo instructors 20 hrs biannually	Cosmo instructor theory only; all others both	
Kentucky	1500	1500	750	450	N/A	300	N/A	750	N/A	Theory only for cosmo licenses/instructors; barbers work 6 months as probationary barber after school then take practical	

Louisiana	1500	1500	750	500	N/A	1000 (blow-dry tech)	500 (alternative hair design)	500	N/A	Both	40 hours to Shampoo; Cosmo, Esthi, or Electrologist may apply for microdermabrasion permit after completing manufacturer training course.
Maine	1500	N/A	600	200	N/A	1200 hair designer, 800 hair stylist	N/A	600 (are 4 options for licensure, some do not require school)	N/A	Both	
Maryland	1500	1200	600	250	N/A	1200	N/A	N/A	N/A	Both	
Massachusetts	1000	1000	600	100	1000	N/A	N/A	Cosmo lic + 2 years junior instructor	N/A	Both	
Michigan	1500	1800	400	400	400	N/A	400	500	N/A	Both	
Minnesota	1550	1500	600	350	N/A	N/A	N/A	38 + 2700 hr experience	Operators: 8 and Instructors: 45 every 3-year renewal	Both	38 Eyelash Technician (theory and practical); Advanced Practice Esthetician: 500 hrs after cosmo or esthi training
Mississippi	1500	1500	600	350	N/A	N/A	N/A	1000	Instructors: 24 bi-annually	Both	
Missouri	1500	1000	750	400	N/A	1500	4-6 hr video	600 or 3 yrs experience	Instructors: 8 bi-annually	Both	
Montana	1500	1100 (900 non-chemical)	650	400	N/A	N/A	N/A	650	Instructors: 30 every 2 years	Both	
Nebraska	1800	1800	600	300	N/A	N/A	N/A	600 Cosmo and Esthi; 300 Nail	8 every 2 years	Barber both exams; all others theory only	
Nevada	1600	1500	900	600	N/A	1200	250	700	4 biannual	Shampoo practical only, 0 for threader and makeup artist but must be registered (no exams), all others both exams	50 hours to Shampoo

New Hampshire	1500	800 (master 15	600	300	N/A	N/A	N/A	Ind license and a) 800 for barber or cosmo, 700 for esthi, 550 for mani; b) 1 yr employed + 500 for barber or cosmo, 400 for esthi, or 250 for mani; or c) 8 years employed	N/A	Both	
New Jersey	1200 (1100 beautician	900	600	300	N/A	N/A	40	530	N/A	Both	
New Mexico	1600	1200	600	400	N/A	1200	N/A	1000	Instructors:12 annually	Both	
New York	1000	Schools determ	600	250	N/A	N/A	300	N/A	N/A	Barber practical only, all others both exams	75 Waxing (written only)
North Carolina	1500	1528	600	300	N/A	N/A	300	Actively practicing 2-5 years + theory	8 per year	Both	
North Dakota	1800	1500	600	350	N/A	N/A	N/A	960 with no exp, 480 with 1 yr exp, or 160 with 3 yrs exp	Instructors: 8 annually	Both	
Ohio	1500	1800	600	200	N/A	1200	450	Cosm - based on exp, Barber - 500 h	8 every 2 years	Instructor no practical, all others both exams	
Oklahoma	1500	1500	600	600	N/A	N/A	40	1000	N/A	Both	
Oregon	N/A	746	444	241	N/A	1110	N/A	N/A	N/A	Both	Natural hair care - online course with state written
Pennsylvania	1250	1250	300	200	N/A	N/A	300	Cosmo: licensed + 500 hr, Barber: 5 yrs licensed exp	N/A	Cosmo, Esthi, Nail, Hair Braider, Cosmo Teacher - theory only; barber + barber instructor - theory and practical	
Rhode Island	N/A	1000 + 840 OJ	600	300	N/A	1200	N/A	300 + licensed 3 years	N/A	Both	
South Carolina	1500	1500	450	300	N/A	N/A	Register only	750 if licensed less than 2 yrs; 45 if licensed for at least 2 yrs	12 with renewal	Both	
South Dakota	1500	1500	600	400	N/A	N/A	N/A	licensed cosmo, esthi, or nail tech	N/A	Instructor no practical, all others both exams	

Tennessee	1500	1500	750	600	N/A	N/A	16	300	Instructors: 16 every 2 years	Both for all except Hair Braider	300 Natural Hair Stylist
Texas	1500	1500	750	600	N/A	N/A	N/A	750 + licensed or 1 yr exp + 500 hr	Cosmo industry 4 every 2 years	Instructor no practical, all others both exams	320 Eyelash Extension, 300 Hair Weaver, 300 Wig Specialist (all require theory and practical)
Utah	1600	1000	600 (1200 master)	300	600	1200	N/A	25% of hrs required for core license	N/A	Instructor no practical, all others both exams	
Vermont	1000	750	500	200	N/A	N/A	N/A	N/A	N/A	Both	
Virginia	1500	1100 (1500 ma	600	150	N/A	N/A	N/A	Esthi: 400; Barber, Cosmo, Nail, and Wax Instructors may complete course OR take theory exam	N/A	Instructor no practical, all others both exams	115 Waxing Technician (theory and practical)
Washington	1600	1000	750 (1200 master)	600	N/A	1400	N/A	500	N/A	Both	
West Virginia	1800	1200 (1500 with chemical, 2000 permanent wavist)	600	400	N/A	1000	N/A	Complete 2-day seminar	4 annually, 3 every other year	Both	125 Waxing Specialist (theory and practical)
Wisconsin	1550	1000	450	300	450	N/A	N/A	N/A	N/A	Both	
Wyoming	1600	1000 (1250 styl	600	400	N/A	1000	N/A	500	N/A	Both	



The Nevada Report:

Identifying Risks in Beauty Services

October 2020

This report was approved as a living document at the October 12, 2020 board meeting.

Project Introduction

The Nevada State Board of Cosmetology developed this risk analysis report to identify, quantify, and communicate the consumer risks in common beauty services that are performed by licensed beauty professionals. This report is the result of a project to identify specific areas of a service that could adversely affect a consumer's health and/or safety.

The project was a collaborative effort between 40+ project collaborators. The collaborators consisted of multi-state industry regulators, licensed individual market participants, licensed instructors, former salon owners, subject matter experts, theory exam content developers, practical exam raters, industry manufacturers, and other stakeholders in the beauty service industry.

The report was developed in response to the Nevada State Legislative mandate (2017- NV SB 69) to identify areas of licensed services that could adversely affect public health or safety.

This report summarizes the project into the following sections:

- I. Project Overview
- II. Project Objectives
- III. Project Timeline & Collaborators
- IV. Project Purpose
- V. Project Limitations
- VI. Licenses/Registrations in the Beauty Service Industry
- VII. Service Descriptions
- VIII. Quantifying the Risks
- IX. Project Findings
 - A. Beauty Service Info Sheets
 - B. Risk Rankings
 - C. List of Infection Reaction Risks
 - D. List of Malpractice/Safety Risks
 - E. List of Product Reaction Risks
- X. Conclusion
- XI. Project Collaborator List
- XII. Glossary
- XIII. Beauty Service Info Sheets

I. Project Overview

The Nevada State Board of Cosmetology began the risk analysis project in February 2018. Collaboration with industry participants and other stakeholders began in late 2018.

The project's objective: [identify risks in beauty services](#).

There are 21 beauty services addressed in this report. These services were identified by the project's industry participants as being among the most common beauty services provided by licensed beauty professionals. Newly licensed beauty professionals are expected to have basic knowledge of these services and to be able to perform the services listed in the report. Licensed beauty professionals include cosmetologists, estheticians, hair designers, and nail technicians.

The identified risks have been developed into a [Beauty Service Info Sheet](#) to better communicate the information collected from the risk analysis project. The [Beauty Service Info Sheet](#) for each service is located in the Project Findings' section on page 17 of this report.

II. Project Goals

The project was broken down into broad goals.

1. Identify common hair, nail, and skin care services.
2. List the steps/sub-steps needed to complete each of the common services identified in Goal #1.
3. Identify the tools and implements needed to perform each service.
4. Identify the products commonly used to perform each service.
5. Identify the potential areas of risks to the consumer in each service step/sub-step.
6. Identify the risk type (infection risk, malpractice/safety risk, and/or product reaction risk) in each service step/sub-step.
7. Identify the specific infection risk, malpractice/safety risk, and/or product reaction risk for each service step/sub-step.
8. Quantify the identified risks, the risk types, and each services' number of steps/sub-steps into a percentage indicator.
9. Communicate the identified risks in beauty services in an easy to understand format.
10. Share the collective knowledge learned with others.

III. Project Timeline & Collaborators

Since 2018, the project collaborators have expanded to include industry regulators from multiple states, licensed individual market participants, licensed instructors, former salon owners, subject matter experts, theory exam content developers, practical exam raters, industry manufacturers, and other stakeholders in the beauty service industry. A list of collaborators is listed on page 22 of this report.

As of January 2020, there have been 40+ project collaborators with a combined experience of 500+ years in 16 states, and counting.

Project Date	Project Collaborators
February 2018	Nevada Board of Cosmetology- Core Project Staff Members
May 2018	Nevada Board of Cosmetology- Licensed Staff Members
August 2018	Nevada Board of Cosmetology- Licensed Staff Members
December 2018	Nevada Board of Cosmetology Licensed Nevada Instructors Exam Content Reviewers Licensed Market Participants in 3 different states
January 2019	Nevada State Board of Cosmetology Industry Manufacturer Industry Exam Content Developer Practical Exam Raters Licensed Market Participants in 9 different states
June 2019	Nevada State Board of Cosmetology Industry Manufacturer Industry Exam Content Developer Practical Exam Raters Licensed Market Participants in 12 different states
August 2019	Nevada State Board of Cosmetology North Carolina Board of Cosmetic Arts Industry Manufacturer Industry Exam Content Developer Practical Exam Raters Licensed Market Participants in 14 different states

October 2019	Nevada State Board of Cosmetology North Carolina Board of Cosmetic Arts Minnesota Board of Cosmetology California Board of Cosmetology Wyoming Board of Cosmetology Maryland Board of Cosmetology Industry Manufacturer Industry Exam Content Developer Practical Exam Raters Licensed Market Participants in 16 different states
December 2019	Nevada State Board of Cosmetology North Carolina Board of Cosmetic Arts Minnesota Board of Cosmetology California Board of Cosmetology Wyoming Board of Cosmetology Industry Manufacturer Industry Exam Content Developer Practical Exam Raters Licensed Market Participants in 16 different states

IV. Project Purpose

The purpose of the project is to identify the areas of risk in beauty services and to communicate the project's findings to consumers of beauty services, industry participants, and government representatives.

Additionally, the project provides the Nevada State Legislature with consumer risk information that the legislative body requested in 2017 through Nevada Senate Bill 69.

The project aims to create a base level of information detailing how beauty services can be harmful if specific steps are not performed properly. A base level of information related to service risks may improve training, testing, licensing, and consumer protection programs for agencies tasked with consumer protection and regulation development for state legislators.

Additional benefits of the project might include:

- Consumer Awareness Content Development
- Safety and Infection Prevention Regulations
- Salon Infection Prevention Operating Procedures
- Inspection Process Development
- Legislative Information and Development (NV SB-69)
- Exam Content Development
- Curriculum Development
- Educational Content Development
- And More

V. Project Limitations

This non-scientific project is limited to 21 common beauty services that newly licensed beauty professionals would likely perform. Therefore, the focus of this project is on basic skill services, rather than advanced services in hair care, nail care, and skin care.

Services in barbering and massage were not included in this project due to those occupational licenses existing outside the authority of the Nevada State Board of Cosmetology. However, some beauty services in this report may overlap with barbering and massage services in many states. As a result of the areas of overlap with barbering and massage, advanced hair, nail, or skin services and services in the barbering and massage therapy occupations may be added at a later date.

Other Limitations

- The report utilizes non-technical language to communicate the service risks to a broad audience.
- The project avoids technical language and detailed service technique procedures.
- The project did not explore ways to lower service risks.
- The project identified risks, but did not attempt to determine the likelihood of a risk occurring.
- The project did not identify the risks to the licensed beauty professional performing the service to the consumer.
- The project did not measure the length of time for the consumer to feel the impact of the infection, malpractice/safety, and/or product reaction risks. Some infection risks may take weeks to become evident to the consumer.
- The project did not account for rare or unlikely risks that may occur.
- The project did not review electrology services.

VI. Licenses/Registrations in the Beauty Service Industry

In 1931, the State of Nevada began licensing cosmetologists and schools of cosmetology. Cosmetology is the practice of hair care, nail care, and skin care services. A cosmetology license combines three license types into one license with a range of service possibilities. A cosmetologist can perform the same services as an esthetician, a hair designer, and a nail technician.



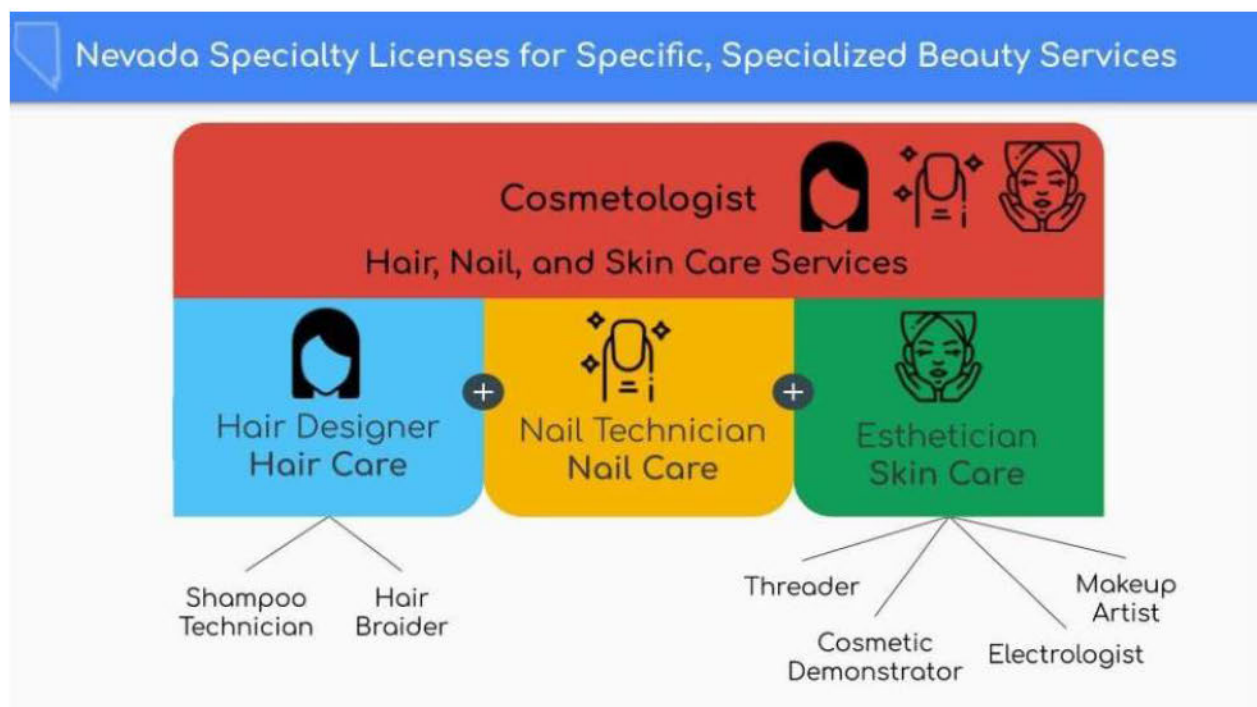
Over time, the beauty service industry in Nevada adapted and innovated to promote economic growth by creating new license/registration types. The new license/registration types within the beauty service industry were created to account for the niche or specialty markets being established. Niche or specialty licenses/registrations are created or derived from an existing license/registration's scope of practice.

Licenses/Registrations in esthetics, hair design, and nail technology derived from cosmetology's scope of practice. Legislative trends of establishing niche/specialty licenses/registrations from esthetics, hair design, and nail technology have occurred throughout the United States. A few of the more recently developed license/registration types deriving from esthetics, hair design, and nail technology are: blow dry technician, eyelash technician, hair braider, makeup artist, shampoo technician, threader, and waxing specialist.

The table below lists the license types that are permitted to perform hair care, nail care, and skin care services in Nevada.

Service Type	License Type
Hair Care	<ul style="list-style-type: none"> • Hair Designer • Cosmetologist
Nail Care	<ul style="list-style-type: none"> • Nail Technician • Cosmetologist
Skin Care	<ul style="list-style-type: none"> • Esthetician • Cosmetologist

In more recent decades, the beauty service industry in Nevada has experienced an increase in niche or specialty licenses/registrations. The graph below displays the Nevada specialty licenses and the area of focus from which they were derived.



VII. Service Description

A brief description of each beauty service reviewed in this report is listed below:

Service Name	Service Description	License Type (NV Required Hours)
HAIR CARE		
Blow Dry Service	The drying of wet hair on the head to achieve a requested style.	Cosmetology (1,600) Hair Design (1,000)
Chemical Relaxer Service	The chemical processing of naturally curly hair on the head to permanently straighten the hair.	Cosmetology (1,600) Hair Design (1,000)
Foil Service	The chemical lightening of the hair on the head to enhance or alter the hair color.	Cosmetology (1,600) Hair Design (1,000)
Hair Color Service	The chemical coloring of the hair on the head to enhance or alter the hair color.	Cosmetology (1,600) Hair Design (1,000)
Haircut Service	The cutting of the hair on the head to a requested length or style.	Cosmetology (1,600) Hair Design (1,000)
Permanent Wave Service	The chemical processing of straight hair on the head to permanently add curls to the hair.	Cosmetology (1,600) Hair Design (1,000)
Sew In Extensions Service	The attachment of extension hairs to the hair on the head to enhance or alter the appearance.	Cosmetology (1,600) Hair Braiding (0) Hair Design (1,000)
Shampoo & Conditioner Service	The washing of the hair on the head and scalp for cleansing.	Cosmetology (1,600) Hair Braiding (0) Hair Design (1,000) Shampoo Technician (0)
Styling Service	The drying, curling, and styling of the hair on the head to achieve a requested style.	Cosmetology (1,600) Hair Design (1,000)
NAIL CARE		
Acrylic Nails Service	The addition of artificial products to the nails of the hands to add length or to strengthen the natural nail.	Nail Technician (600) Cosmetology (1,600)
Acrylic Fill/Repair Service	The maintenance or repair of an existing artificial product on the nails of the hands to add length or to strengthen the natural nail.	Nail Technician (600) Cosmetology (1,600)
Basic Manicure Service	The treatment of the nails on the hands to groom and enhance the natural nail.	Nail Technician (600) Cosmetology (1,600)
Basic Pedicure Service	The treatment of the nails on the feet to groom and enhance the natural nail.	Nail Technician (600) Cosmetology (1,600)
Basic Polish Service	The addition of artificial products to the nails of the hands or feet to enhance the appearance of the natural or artificial nail.	Nail Technician (600) Cosmetology (1,600)

Dip Application Service	The addition of artificial products to the nails of the hands to add length or to strengthen the natural nail.	Nail Technician (600) Cosmetology (1,600)
Gel Polish Service	The addition of artificial products to the nails of the hands to add length or to strengthen the natural nail.	Nail Technician (600) Cosmetology (1,600)
Nail Soak Off Service	The soaking of the existing enhancements on the nails of the hands or feet to remove artificial products from the natural nail.	Nail Technician (600) Cosmetology (1,600)
SKIN CARE		
Basic Facial Service	The treatment of the skin on the face to cleanse, exfoliate, and maintain the skin.	Esthetician (600) Cosmetology (1,600)
Eyelash Extensions Service	The addition of extensions to the eyelashes to increase length and volume.	Esthetician (600) Cosmetology (1,600)
Hair Removal Service	The removal of unwanted hair from the body to decrease the amount of hair and to reduce hair regrowth.	Esthetician (600) Cosmetology (1,600)
Makeup Service	The addition of cosmetics to the face to enhance or alter the appearance.	Esthetician (600) Makeup Artist (0) Cosmetology (1,600)

Advanced services are not included in this report. A list of some examples of advanced services are below:

Hair Services

Hair Extension Services (Beads, Tape-ins, Keratin Bonds, etc)
Smoothing Services (Brazillian Blowout, Keratin Treatments, etc)
Advanced Color Services (Color Corrections)
Straightener Services (Yuko, Bioionic, Istraight)

Nail Services

Nail Art/Design Services (3D Nails, Encapsulation, Marbling, UV, etc)

Skin Services

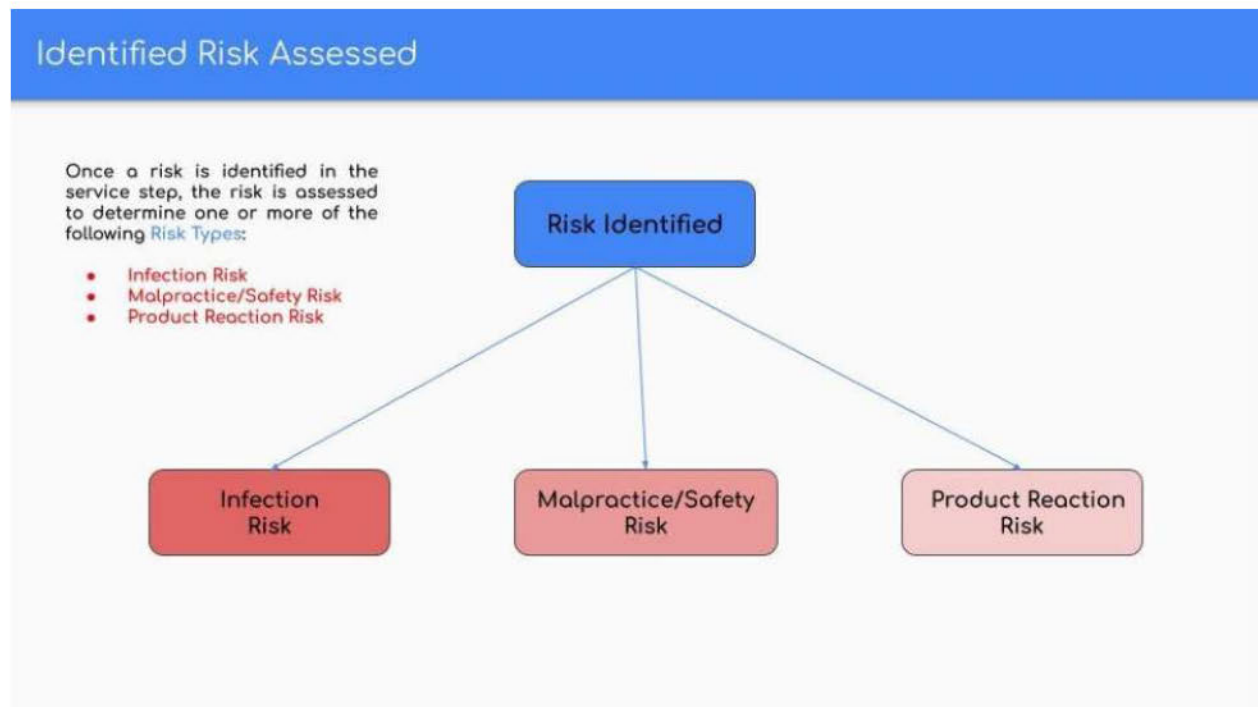
Body Treatment Services
Lash Lifts/Tint Services
Sugaring Services
Advanced Waxing Services (Brazillian, Sensitive Areas)
Advanced Facial/Skin Treatments
Microdermabrasion Services
Extraction Services

VIII. Quantifying the Risk

The *Beauty Service Info Sheet* displays a risk percentage indicator to communicate a numerical percentage of risk for that service by risk type. The risk percentage indicator is based on the risks identified and the number of steps/substeps to complete the service.

The risk percentage was established by analyzing each service step/sub-step that posed a consumer risk and by determining the risk type (infection risks, malpractice/safety risks, and/or product reaction).

The graphic below shows how an identified risk was reviewed by three risk types.



The graphic below shows the determining factors for assigning a risk type.



The risk value was quantified by assigning a value of 1 for each risk identified.

Each risk value was assessed by the three risk types making each service step/sub-step potential of maximum risk value of 3 (*1 for Infection Risk, 1 for Malpractice/Safety Risk, and 1 for Product Reaction Risk*).

Risk Value Quantified example:

Chemical Relaxer Service Sub-Step:

***SUB-STEP:** Apply relaxer product, following the manufacturer's instructions*

The Chemical Relaxer service uses a chemical for processing naturally curly hair on the head for the purpose of permanently straightening the hair. The sub-step above (in red font) is from the Chemical Relaxer service and has a quantified risk value of 3.

The sub-step's risk value is 3 because an Infection Risk, a Malpractice/Safety Risk, and a Product Reaction Risk are all identified as a potential risk if the sub-step isn't properly performed.

The Infection Risk is identified through the use of the applicator brush for the first time in the service. If the applicator brush hasn't been cleaned and disinfected it poses an Infection Risk.

The Malpractice/Safety Risk is identified through the inherent risk of chemical application on the body and the need for practical/theoretical knowledge to be applied to safely perform the service.

The Product Reaction Risk is identified through the type of product used and the potentially harmful effects of the product.

The sum of each risk type's risk value in a beauty service and the number of steps/sub-steps for the particular service are weighed based on the risk value potential of 3 for each step/sub-step in a service. The weighted risks and the total number of steps/sub-steps establish the risk percentage indicator that is presented on the *Beauty Service Info Sheets*.

$$\frac{\text{Identified Risks}}{\text{Service Steps}} = \text{Risk \%}$$

The graphic below is from a *Beauty Service Info Sheet* that displays the risk percentage indicator which breaks down the percentage of steps that poses an infection risk, a malpractice/safety risk, or a product reaction risk.



IX. Project Finding

The project findings have been organized into two formats:

1. *Beauty Service Info Sheets* for 21 services
2. A table displaying the number of risks by type for 21 services

Beauty Service Info Sheets

The project categorizes the 21 beauty services into hair care, nail care, and skin care categories. Click on the service below to see the *Beauty Service Info Sheet* for each service.

Service Name	Service Type	Info Sheet Front Side	Info Sheet Back Side
Acrylic Fill/Repair	Nail Care	Front	Back
Acrylic Nail	Nail Care	Front	Back
Basic Facial	Skin Care	Front	Back
Basic Manicure	Nail Care	Front	Back
Basic Pedicure	Nail Care	Front	Back
Basic Polish	Nail Care	Front	Back
Blow Dry	Hair Care	Front	Back
Chemical Relaxer	Hair Care	Front	Back
Dip Nail	Nail Care	Front	Back
Eyelash Extension	Skin Care	Front	Back
Foil	Hair Care	Front	Back
Gel Polish	Nail Care	Front	Back
Hair Color	Hair Care	Front	Back
Hair Removal	Skin Care	Front	Back
Haircut	Hair Care	Front	Back
Makeup	Skin Care	Front	Back

Permanent Wave	Hair Care	Front	Back
Sew In Extension	Hair Care	Front	Back
Shampoo/Conditioner	Hair Care	Front	Back
Soak Off	Nail Care	Front	Back
Styling	Hair Care	Front	Back

Service Risks

The table below lists the beauty services reviewed and the number of steps where a risk value was identified.

SERVICE NAME	INFECTION RISKS # of Steps Identified	MALPRACTICE/SAFETY RISKS # of Steps Identified	PRODUCT REACTION RISKS # of Steps Identified
Acrylic Fill/Repair	25	15	4
Acrylic Nail	24	13	4
Basic Facial	16	8	4
Basic Manicure	18	8	1
Basic Pedicure	18	9	3
Basic Polish	10	2	0
Blow Dry (with Thermal Iron)	15	4	0
Chemical Relaxer	14	11	6
Dip Nail	18	13	5
Eyelash Extension	15	9	4
Gel Polish	18	8	2
Foil	12	7	2
Hair Color	12	7	2
Hair Removal	19	13	2
Haircut	14	3	0
Makeup	21	2	0
Permanent Wave	15	10	4

Sew In Extension	14	5	0
Shampoo/Conditioner	10	2	0
Soak Off	17	5	0
Styling	15	4	0

NOTE: All services have a minimum of 11 areas of infection risk for the pre/post service procedures. All services have a minimum of 2 areas of malpractice/safety risk for consultation and assessment.

List of Potential Service Infection Risks

The report findings list some of the potential service infection risks for all beauty services below:

- Cellulitis
- Conjunctivitis
- Coronavirus
- E. coli
- Folliculitis
- Hand, Foot, and Mouth Disease
- HPV
- Impetigo
- Influenza
- Iritis
- Klebsiella Pneumonia
- Molluscum Contagiosum
- MRSA
- Mycobacterium Fortuitum
- Norovirus
- Onychomycosis
- Parasitic Infection
- Pseudomonas Seruginosa
- Ringworm
- Strep A
- Tinea Capitis
- Viral Threats

List of Potential Malpractice/Safety Risks

The report findings list some of the potential service malpractice/safety risks for all beauty services below:

- Adhesive Injury
- Capillary Damage
- Chemical Burn
- Corneal Damage
- Cut Injury
- Eye Injury
- Eye Puncture
- Follicle Damage
- Friction Burn
- Injury to Cuticle
- Injury to Hyponychium
- Injury to Nail Bed
- Injury to Nail Plate
- Injury to Surrounding Area
- Lymphatic Fluid Release
- Scalp Puncture
- Skin Abrasion
- Skin Irritation
- Skin Tear
- Skin Puncture

- Thermal Burn

- Traction Alopecia

List of Potential Product Reaction Risks

The report findings list some of the potential product reaction risks for all beauty services below:

- Allergic Reaction
- Eye Irritation
- Respiratory Irritation
- Scalp Irritation
- Skin Irritation

X. Conclusion

The Nevada State Board of Cosmetology set out to establish a base level understanding of the consumer risks in the beauty service industry. The information obtained from this project can be applied in multiple areas to promote the education and awareness of the identified risks in beauty services.

It is evident that all beauty services pose some risk to the consumer. If service tools, implements, equipment, and workstations are not properly cleaned and disinfected, then a consumer's overall risk increases significantly. It is important for licensed beauty professionals to have knowledge of infection prevention best practices.

All beauty services require some level of practical and/or theoretical knowledge to be able to perform the service safely and with a level of expected competency. Some beauty services require the use of sharp tools, implements, and/or potentially harmful devices or equipment. A consumer receiving services from an individual without adequate practical knowledge/training may have a higher risk of injury.

Some beauty service consultation procedures can expose potential consumer risks through competent consultation questions that are obtained through theoretical knowledge. The consultation questions can potentially expose a consumer's risk to known allergens, irritants, an existing injury, or a prescription that may adversely interact with a beauty service product. A consumer receiving services from an individual without adequate practical or theoretical knowledge may have a higher risk of an infection, injury, and/or a reaction to a product.

It is important for salons and licensed beauty professionals to follow infection prevention best practices to limit the spread of disease and infection. If tools, implements, equipment, and workstations are not properly cleaned and disinfected and porous items are not thrown away after a single-use, then these service risks increase significantly. The Project Findings on page 17 and the risk percentage indicator were developed with the understanding that all tools, implements, equipment, and workstations have not been cleaned and disinfected or that single-use items have not been thrown away before or after each use.

XI. Project Collaborators

Name	Representing	Background Info
Adam Higginbotham	Nevada Board of Cosmetology	Nevada Deputy Director, Risk Project Administrator
Kathey Ditzler	Nevada Board of Cosmetology (Retired)	Licensed Cosmetologist, Practical Test Oversight
Janie Huggins	Nevada Board of Cosmetology	Licensed Cosmetologist, Practical Test Rater
Chanel Swoope	Nevada Board of Cosmetology	Inspector (former), Masters in Public Health
Nina Dunlap	Nevada Board of Cosmetology	Nevada Operations Specialist
Pamela Hayes-Fitzgerald	Nevada Board of Cosmetology	Licensed Cosmetologist, Inspector
Charlene Marsh	Nevada Board of Cosmetology (Retired)	Licensed Cosmetologist, Inspector
Erin Litterer	Nevada Board of Cosmetology	Licensed Cosmetologist, Licensed Instructor
Rodney Moore	Nevada Board of Cosmetology	Licensed Cosmetologist, Licensed Instructor
Katelyn Muhle	Nevada Board of Cosmetology	Licensed Cosmetologist, Licensed Instructor
Leah Easter	Nevada Board of Cosmetology	Nevada Chief Compliance Officer, Licensed Attorney
Leslie Roste	Barbicide (King Research)	National Educator, Subject Matter Expert, Licensed Nurse
Lynn Thomas	PSI, Inc.	National Exam Developer
Amy Fife	PSI, Inc.	Exam Developer, Test Rater, Licensed Cosmetologist
Shawn Conder	PSI, Inc.	Exam Developer, Test Rater, Licensed Cosmetologist, Licensed Esthetician
Roena Wiedeman	Nevada Market Participant	Licensed Nail Technician
Trista Pushard	Nevada Market Participant	Licensed Nail Technician, Licensed Instructor, Licensed Electrologist
Luchana Turner	Nevada Market Participant	Licensed Nail Technician, Licensed Instructor

Gwendolyn Bell	Nevada Market Participant	Licensed Cosmetologist, Licensed Instructor
Inge Dietz	Nevada Market Participant	Licensed Cosmetologist, Licensed Instructor
Jennifer Tuttle	Nevada Market Participant	Licensed Cosmetologist, Licensed Instructor
Nicolle Terrill	Nevada Market Participant	Licensed Esthetician, Licensed Instructor
Charlotte Williams	Nevada Market Participant	Licensed Cosmetologist, Licensed Instructor
Eleanore Kathleen Davis-Rees	Nevada Market Participant	Licensed Esthetician, Licensed Cosmetologist, Licensed Instructor
Ychekia Alexander	Nevada Market Participant	Licensed Nail Technician, Licensed Instructor
Tammy Vasquez	PSI, Inc.	Test Rater, Licensed Cosmetologist
Tonda Hall	PSI, Inc.	Test Rater, Licensed Nail Technician
Anna Groll	PSI, Inc.	Test Rater, Licensed Esthetician
LaRaine Shaffer	PSI, Inc.	Test Rater, Licensed Cosmetologist
Daphnye Shaffer	PSI, Inc.	Test Examiner, Licensed Nail Technician
Lynda Elliott	North Carolina Board of Cosmetic Art Examiners	Executive Director, Licensed Cosmetologist, Licensed Barber, Licensed Instructor
Victoria Wilkins	Maryland Department of Labor	Commissioner of Occupational and Licensing Division
Gary Landry	Nevada Board of Cosmetology	Executive Director
Erika Lewis	Maryland Board of Cosmetologists	Executive Director
Kristy Underwood	California Board of Cosmetology	Executive Officer
Sharon Bennett	Wyoming Board of Cosmetology	Executive Director
Gina Fast	Minnesota Board of Cosmetology	Executive Director

*Several Project Collaborators are not listed.

XII. Glossary

Acrylic- an artificial product applied to nails composed of the combination of chemical ingredients such as liquid monomer and powdered polymer

Beauty Service Info Sheet- an infographic that summarizes the results of this project for a particular beauty service

Blow Dry Technician- a person who is registered to engage in the practice of non-permanent styling of the hair

Coloring- changing the color of the hair by use of hair color or hair dye composed of chemicals such as ammonia, peroxide, and p-phenylenediamine

Consumer- an individual that obtains beauty services from a licensed/registered beauty professional

Consumer Risks- a risk to the consumer from a beauty service due to an Infection Risk, a Malpractice/Safety Risk, and/or a Product Reaction Risk

Cosmetic Demonstrator- a person who is registered to engage in the practice of applying cosmetics

Cosmetologist- a person who is licensed to engage in the practice of hair care, skin care, and nail care services

Dip (powder)- an artificial product applied to nails composed of the combination of chemical ingredients such as adhesive and powdered polymer

Electrologist- a person who is licensed to engage in the practice of hair removal by use of a device using chemical or heat energy

Esthetician- a person who is licensed to engage in the practice of performing skin care services including hair removal

Eyelash Technician- a person who registered/licensed to engage in the practice of applying eyelash extensions

Gel- an artificial product applied to nails composed of the combination of chemical ingredients such as oligimer and urethane acrylate

Hair Braider- a person who is licensed to engage in the practice of the non-permanent manipulation and styling of hair

Hair Designer- a person who is licensed to engage in the practice of providing hair care services, including chemical hair services

Identified Risk- a potential risk that is identified in the service

Infection Risk- a risk that is a result of a non-disinfected tool/implement or device coming in contact with a customer's body

Licensed/Registered Beauty Service Professional- an individual that is licensed/registered by a state authority and mandated to follow proper health and safety best practices

Lightening- removing the color of the hair by use of lightening agents composed of chemicals such as peroxide, potassium persulphate, and sodium metasilicate

Makeup Artist- a person who is registered to engage in the practice of applying cosmetics

Malpractice/Safety Risk- a risk that is a result of practical or theoretical malpractice of a licensed/registered beauty service professional and a tool/implement that cuts, punctures, or applies heat to a customer's body

Nail Technologist- a person who is licensed to engage in the practice of providing nail care services

Product Reaction Risk- a risk that is a result of a product ingredient causing a consumer irritation, an allergic reaction, or counteracts with prescription medication

Chemical Relaxer- a product used to break bonds of curly hair typically containing chemicals such as sodium hydroxide (lye), lithium hydroxide, or potassium hydroxide

Risk Percentage Indicator- the percentage of the number of identified risks divided by the total number of steps/sub-steps in a service

Risk Type- a categorized type of risk (infection, malpractice/safety, product reaction) that identified in a beauty service

Risk Value- the number of risks identified within a risk type

Service Step/Sub-Step- a list of procedures needed to perform a particular service

Shampoo Technician- a person who is licensed to engage in the practice of cleansing the hair and scalp

Waving Solution- product used to break bonds of straight hair typically containing chemicals such as ammonium thioglycolate or ammonium sulfate

Waxing Specialist- a person who is licensed/registered to engage the practice of hair removal using either hard or soft wax

XIII. Beauty Service Info Sheets

Service Name	Service Type	Info Sheet Front Side	Info Sheet Back Side
Acrylic Fill/Repair	Nail Care	Front	Back
Acrylic Nail	Nail Care	Front	Back
Basic Facial	Skin Care	Front	Back
Basic Manicure	Nail Care	Front	Back
Basic Pedicure	Nail Care	Front	Back
Basic Polish	Nail Care	Front	Back
Blow Dry	Hair Care	Front	Back
Chemical Relaxer	Hair Care	Front	Back
Dip Nail	Nail Care	Front	Back
Eyelash Extension	Skin Care	Front	Back
Foil	Hair Care	Front	Back
Gel Polish	Nail Care	Front	Back
Hair Color	Hair Care	Front	Back
Hair Removal	Skin Care	Front	Back
Haircut	Hair Care	Front	Back
Makeup	Skin Care	Front	Back
Permanent Wave	Hair Care	Front	Back
Sew In Extension	Hair Care	Front	Back
Shampoo/Conditioner	Hair Care	Front	Back
Soak Off	Nail Care	Front	Back
Styling	Hair Care	Front	Back

Questions, suggestions, and comments may be emailed to: Info@nvcosmo.com

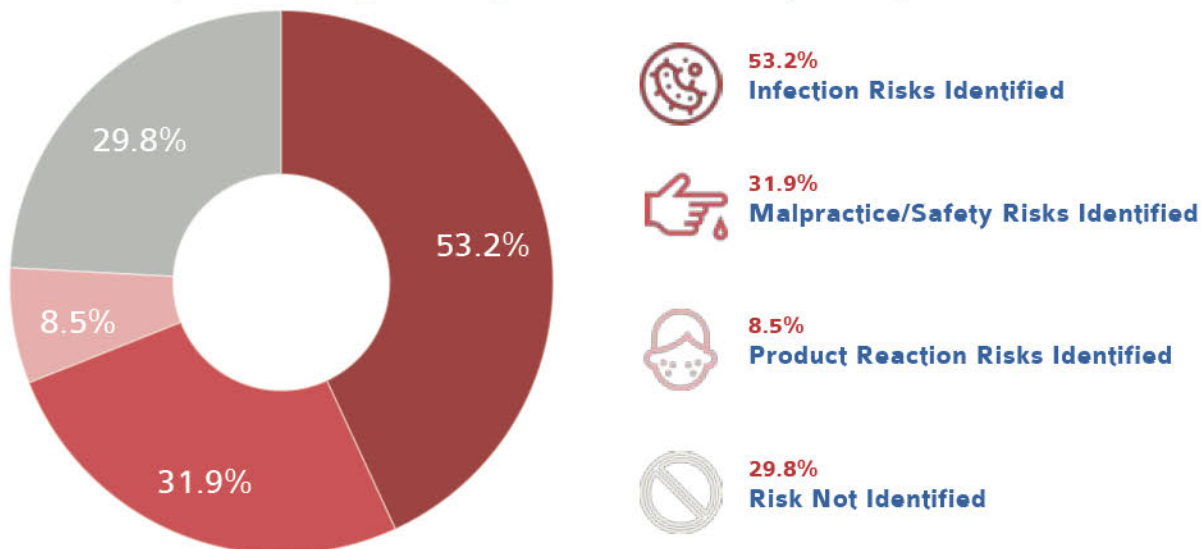


IDENTIFYING RISKS

IN BEAUTY SERVICES

ACRYLIC FILL/REPAIR NAIL SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

70.2 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks

risk caused by improper infection prevention practice

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus



Product Reaction Risks

risk caused by a professional's practical or theoretical error

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction**, **Respiratory Irritation**, **Skin Irritation**,



Malpractice/Safety Risks

risk caused by a consumer's reaction to a product ingredient

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Chemical Burn**, **Cut Injury**, **Friction Burn**, **Injury to the Cuticle**, **Hyponychium**, **Nail Bed**, **Nail Plate**, or **Surrounding Skin**, **Skin Abrasion**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|-------------------------|-----------------|--------------------------------|
| ◦ Cotton | ◦ Nail Buffers | ◦ Orangewood Stick |
| ◦ Cuticle Pusher | ◦ Nail Clippers | ◦ Sanders & Sleeves (electric) |
| ◦ Disposable Applicator | ◦ Nail Files | ◦ Tip Cutter |
| ◦ Electric Drill/File | ◦ Nail Form | ◦ Towel |
| ◦ Finger Bowl | ◦ Nail Nippers | ◦ UV/LED Light |
| ◦ Nail Brush | ◦ Nail Pusher | |



Service Products **as necessary*

- | | | |
|--------------------------|---------------------------|------------------|
| ◦ Alcohol | ◦ Liquid Soap (Sanitizer) | ◦ Nail Tips |
| ◦ Acetone/Polish Remover | ◦ Lotion | ◦ Oligomer (gel) |
| ◦ Acrylic | ◦ Monomer | ◦ Primer |
| ◦ Bonder | ◦ Nail Adhesive | ◦ Water |
| ◦ Cleanser | ◦ Nail Oil | |
| ◦ Cuticle Oil | ◦ Nail Polish Base | |
| ◦ Cuticle Remover | ◦ Nail Polish Color | |
| ◦ Dehydrator | ◦ Nail Polish Top Coat | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

ACRYLIC NAIL FILL/REPAIR SERVICE

Service Description: The maintenance or repair of an existing artificial product to the nails of the hands to add length or to strengthen the natural nail.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 6. Wet hands with water
- 7. Apply liquid soap to hands
- 8. Lather soap in hands for 20 seconds
- 9. Rinse hands thoroughly with water
- 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Assess the client's nails and surrounding skin
- 14. Recommend treatment/service options

Client Preparation

- 15. Client washes hands

Acrylic Removal

- 16. Remove existing polish
- 17. Remove old, lifted, or damaged acrylic

Nail Assessment

- 18. Evaluate nail health

Cuticle Removal Procedure

- 19. Apply cuticle remover
- 20. Remove the nonliving portion of the cuticle

Nail Preparation and Cleaning Procedure

- 21. Clean under the free edge
- 22. File and remove shine
- 23. Clean surface of the nail
- 24. Apply alcohol or acetone to remove oils and surface moisture

Bonder/Primer Application

- 25. Apply bonder or primer by following the manufacturer's instruction

Tip Application

- 26. Apply tip to the natural nail
- 27. Cut the nail tip to the desired length
- 28. File and buff nail to smooth the contact area to the natural nail

Form Application

- 29. Position the nail form under the free edge and level with the natural nail

Liquid Monomer/Polymer Powder Application

- 30. Apply product following manufacturer's instructions

Nail Shaping Procedure

- 31. File (electric/manual) the sides of each nail
- 32. Buff the nails
- 33. Remove any dust with a clean brush
- 34. Apply cuticle oil

Finishing Gel Application

- 35. Apply UV/LED activated gel product on the nail
- 36. Place client's hand under UV/LED light, following manufacturer's instructions
- 37. Remove tacky layer
- 38. Apply and rub nail oil into surround skin
- 39. Client washes hands
- 40. Apply lotion to hands and arms

Post-Service Procedure

- 41. Discuss maintenance and aftercare
- 42. Discard any cross-contaminated products
- 43. Discard any porous (single-use) items used during the service
- 44. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 45. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 46. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 47. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

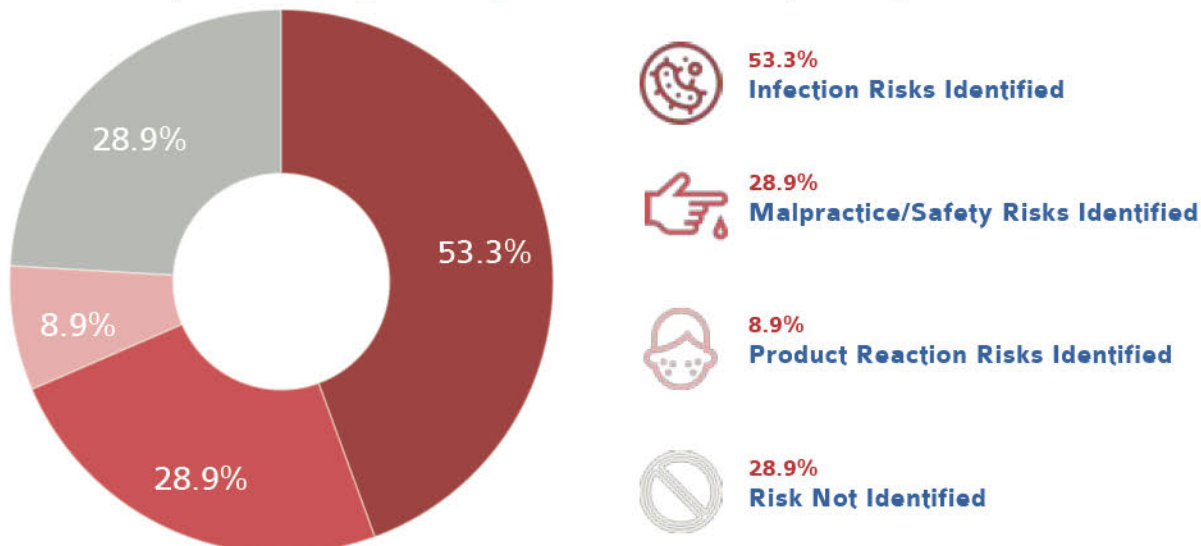


IDENTIFYING RISKS

IN BEAUTY SERVICES

ACRYLIC NAIL SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

68.9 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus**



Product Reaction Risks *risk caused by a professional's practical or theoretical error*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction, Respiratory Irritation, Skin Irritation,**



Malpractice/Safety Risks *risk caused by a consumer's reaction to a product ingredient*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Chemical Burn, Cut Injury, Friction Burn, Injury to the Cuticle, Hyponychium, Nail Bed, Nail Plate, or Surrounding Skin, Skin Abrasion**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|-------------------------|-----------------|--------------------------------|
| ◦ Cotton | ◦ Nail Buffers | ◦ Orangewood Stick |
| ◦ Cuticle Pusher | ◦ Nail Clippers | ◦ Sanders & Sleeves (electric) |
| ◦ Disposable Applicator | ◦ Nail Files | ◦ Tip Cutter |
| ◦ Electric Drill/File | ◦ Nail Form | ◦ Towel |
| ◦ Finger Bowl | ◦ Nail Nippers | ◦ UV/LED Light |
| ◦ Nail Brush | ◦ Nail Pusher | |



Service Products **as necessary*

- | | | |
|--------------------------|---------------------------|------------------------|
| ◦ Alcohol | ◦ Dehydrator | ◦ Nail Polish Color |
| ◦ Acetone/Polish Remover | ◦ Liquid Soap (Sanitizer) | ◦ Nail Polish Top Coat |
| ◦ Acrylic | ◦ Lotion | ◦ Nail Tips |
| ◦ Bondor | ◦ Monomer | ◦ Oligomer (gel) |
| ◦ Cleanser | ◦ Nail Adhesive | ◦ Primer |
| ◦ Cuticle Oil | ◦ Nail Oil | ◦ Water |
| ◦ Cuticle Remover | ◦ Nail Polish Base | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

ACRYLIC NAIL SERVICE

Service Description: The addition of artificial products to the nails of the hands to add length or to strengthen the natural nail.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

- *An equally effective hand sanitizer may be used.*
- 6. Wet hands with water
 - 7. Apply liquid soap to hands
 - 8. Lather soap in hands for 20 seconds
 - 9. Rinse hands thoroughly with water
 - 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Assess the client's skin and hair
- 14. Recommend treatment/service options

Client Preparation

- 15. Client washes hands

Nail Assessment

- 16. Evaluate nail health

Cuticle Removal Procedure

- 17. Apply cuticle remover
- 18. Remove the nonliving portion of the cuticle

Nail Preparation and Cleaning Procedure

- 19. Clean under the free edge
- 20. File and remove shine
- 21. Clean surface of the nail
- 22. Apply alcohol or acetone to remove oils and surface moisture

Bonder/Primer Application

- 23. Applies bonder or primer by following the manufacturer's instruction

Tip Application

- 24. Apply top to the natural nail
- 25. Cut the nail tip to the desired length
- 26. File and buff nail to smooth the contact area to the natural nail

Form Application

- 27. Position the nail form under the free edge and level with the natural nail

Liquid Monomer/Polymer Powder Application

- 28. Apply product following manufacturer's instructions

Nail Shaping Procedure

- 29. File (electric/manual) the sides of each nail
- 30. Buff the nails
- 31. Remove any dust with a clean brush
- 32. Apply cuticle oil

Finishing Gel Application

- 33. Apply UV/LED activated gel product on the nail
- 34. Place client's hand under UV/LED light, following manufacturer's instructions
- 35. Remove tacky layer
- 36. Apply and rub nail oil into surround skin
- 37. Client washes hands
- 38. Apply lotion to hands and arms

Post-Service Procedure

- 39. Discuss maintenance and aftercare
- 40. Discard any cross-contaminated products
- 41. Discard any porous (single-use) items used during the service
- 42. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 43. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 44. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 45. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

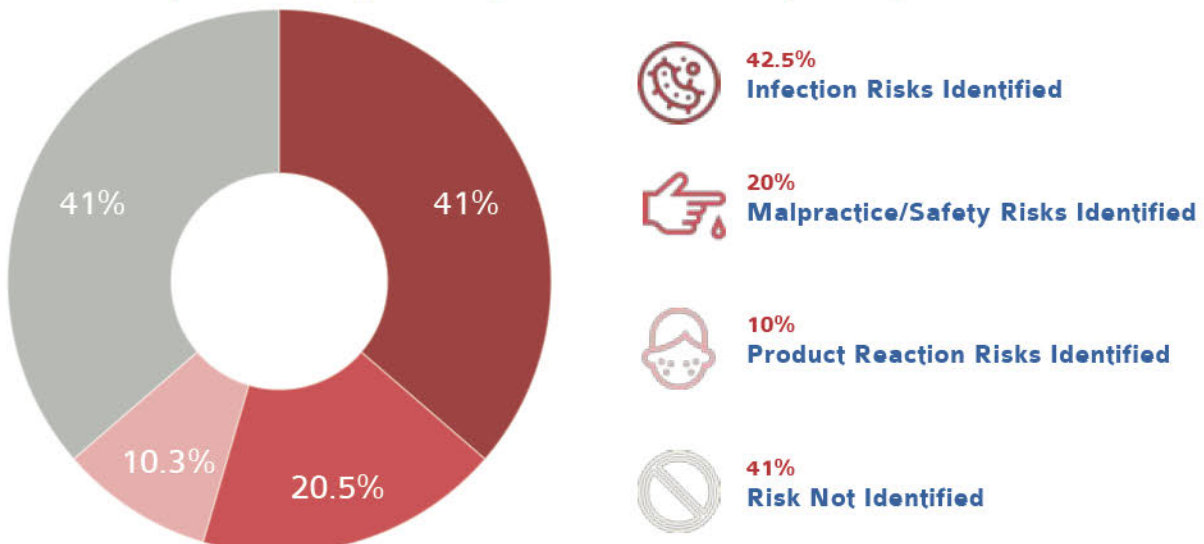


IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC FACIAL SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

59 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): E. coli, Folliculitis, Hand, Foot & Mouth Disease, Molluscum Contagiosum, Impetigo, MRSA, Strep A, Coronavirus



Product Reaction Risks *risk caused by a professional's practical or theoretical error*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction**, **Eye Irritation**, **Skin Irritation**



Malpractice/Safety Risks *risk caused by a consumer's reaction to a product ingredient*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Capillary Damage**, **Lymphatic Fluid Release**, **Skin Abrasion**, **Thermal Burn**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|-------------------------|--------------------------|--------------|
| ◦ Bowl | ◦ Exfoliating Instrument | ◦ Towel |
| ◦ Cotton | ◦ Facial Brush | ◦ Woods Lamp |
| ◦ Disposable Applicator | ◦ Facial Steamer | |
| ◦ Disposable Sponges | ◦ Magnifying Light | |
| ◦ Drape | ◦ Spatula | |



Service Products **as necessary*

- | | |
|----------------|---------|
| ◦ Cleanser | ◦ Oil |
| ◦ Exfoliant | ◦ Toner |
| ◦ Lotion | ◦ Water |
| ◦ Mask Product | |
| ◦ Moisturizer | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC FACIAL SERVICE

Service Description: The treatment of the skin on the face to cleanse, exfoliate, and maintain the skin.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

- *An equally effective hand sanitizer may be used.
- 6. Wet hands with water
- 7. Apply liquid soap to hands
- 8. Lather soap in hands for 20 seconds
- 9. Rinse hands thoroughly with water
- 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Assess the client's skin and hair
- 14. Recommend treatment/service options

Client Preparation

- 15. Drape client
- 16. Secure the hair away from the face

Face Cleansing Application

- 17. Apply cleanser
- 18. Remove cleanser with moisture

Skin Analysis

- 19. Evaluate and determine the skin type, condition, and texture

Toner Application

- 20. Apply toner

Exfoliation/Steam Application

- 21. Apply steam
- 22. Apply exfoliant
- 23. Remove exfoliant

Toner Application

- 24. Apply toner

Facial Application

- 25. Apply massage product
- 26. Massage face (facial manipulation)
- 27. Remove massage product

Facial Mask Application

- 28. Apply mask, following manufacturer's instructions
- 29. Remove mask
- 30. Apply toner
- 31. Apply moisturizing cream

Service Conclusion

- 32. Remove drape

Post-Service Procedure

- 33. Discuss maintenance and aftercare
- 34. Discard any cross-contaminated products
- 35. Discard any porous (single-use) items used during the service
- 36. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 37. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 38. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 39. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

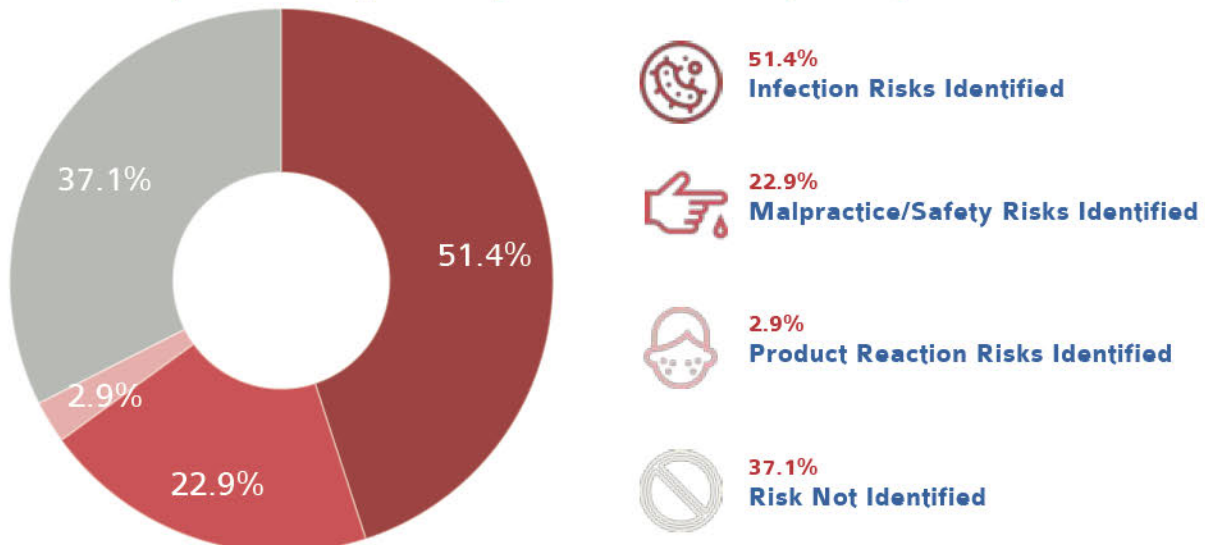


IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC MANICURE SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

62.9 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): Cut Injury, Injury to the Cuticle, Hyponychium, Nail Plate, or Surrounding Skin, Skin Abrasion



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): Skin Irritation

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Cotton
- Cuticle Pusher
- Finger Bowl
- Nail Brush
- Nail Buffers
- Nail Clippers
- Nail Files
- Nail Nippers
- Nail Pusher
- Orangewood Stick
- Towel



Service Products **as necessary*

- Acetone/Polish Remover
- Cuticle Remover
- Dehydrator
- Liquid Soap (Sanitizer)
- Lotion
- Nail Oil
- Nail Polish Base
- Nail Polish Color
- Nail Polish Top Coat
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC MANICURE SERVICE

Service Description: The treatment of the nails on the hands to groom, maintain, or beautify.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

**An equally effective hand sanitizer may be used.*

- 5. Wet hands with water
- 6. Apply liquid soap to hands
- 7. Lather soap in hands for 20 seconds
- 8. Rinse hands thoroughly with water
- 9. Dry hands with a towel

Client Consultation Procedure

- 10. Complete/review consultation
- 11. Determine the client's needs and preferences
- 12. Assess the client's skin and hair
- 13. Recommend treatment/service options

Client Preparation

- 14. Client washes hands

Polish Removal Procedure

- 15. Saturate a cotton ball with polish remover
- 16. Remove existing polish

Nail Assessment

- 17. Evaluate nail health after polish is removed from the natural nail

Nail Shaping Procedure

- 18. Clip and file nails to desired nail shape and length
- 19. Buff the nails

Nail Soaking Procedure

- 20. Soak fingers in a bowl of water
- 21. Soak for 5 minutes

Nail Brushing Procedure

- 22. Brush the nail to remove any debris

Cuticle Removal Procedure

- 23. Apply cuticle remover
- 24. Remove the nonliving portion of the cuticle

Nail Cleaning Procedure

- 25. Clean under the free edge of the nail
- 26. Buff the nails

Product Application

- 27. Apply lotion or oil to the client's hand and arm
- 28. Apply nail dehydrator to remove oil and surface moisture (if the polish is desired)
- 29. Polish (if desired)

Post-Service Procedure

- 30. Discuss maintenance and aftercare
- 31. Discard any cross-contaminated products
- 32. Discard any porous (single-use) items used during the service
- 33. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 34. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 35. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

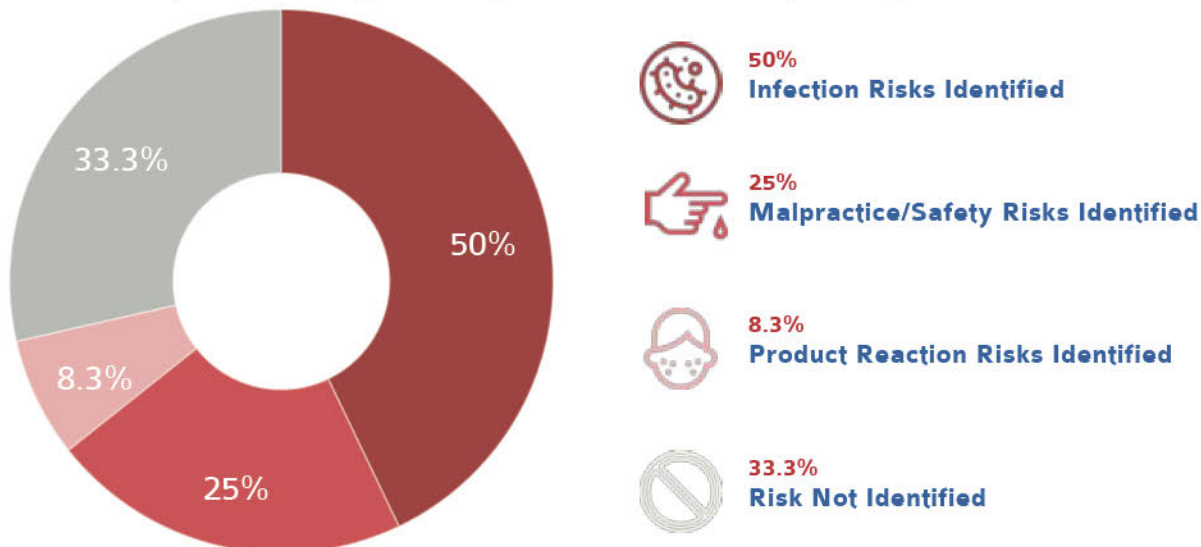


IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC PEDICURE SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

66.7 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Cellulitis, MRSA, Mycobacterium Fortuitum, Onychomycosis, Tinea Capitis, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Cut Injury, Friction Burn, Injury to the Cuticle, Hyponychium, Nail Plate, or Surrounding Skin, Skin Abrasion**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction, Respiratory Irritation, Skin Irritation,**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|------------------|-----------------|--------------------|
| ◦ Cotton | ◦ Nail Buffer | ◦ Orangewood Stick |
| ◦ Cuticle Pusher | ◦ Nail Clippers | ◦ Pedicure Bowl |
| ◦ Foot File | ◦ Nail Files | ◦ Towel |
| ◦ Foot Scrub | ◦ Nail Nippers | |
| ◦ Nail Brush | ◦ Nail Pusher | |



Service Products **as necessary*

- | | | |
|--------------------------|---------------------------|------------------------|
| ◦ Alcohol | ◦ Foot Scrub | ◦ Nail Polish Color |
| ◦ Acetone/Polish Remover | ◦ Liquid Soap (Sanitizer) | ◦ Nail Polish Top Coat |
| ◦ Callus Remover | ◦ Lotion | ◦ Water |
| ◦ Cuticle Remover | ◦ Nail Oil | |
| ◦ Dehydrator | ◦ Nail Polish Base Coat | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC PEDICURE SERVICE

Service Description: The treatment of the nails on the feet to groom, maintain, or beautify.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator is used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

5. Wet hands with water
6. Apply liquid soap to hands
7. Lather soap in hands for 20 seconds
8. Rinse hands thoroughly with water
9. Dry hands with a towel

Client Consultation Procedure

10. Complete/review consultation
11. Determine the client's needs and preferences
12. Assess the client's skin and hair
13. Recommend treatment/service options

Nail Soaking Procedure

14. Place feet in pedicure bowl of water
15. Soak for 5 minutes

Polish Removal Procedure

16. Saturate a cotton ball with polish remover
17. Remove existing polish

Nail and Feet Assessment

18. Evaluate nail and feet health after polish is removed from the natural nail

Nail Shaping Procedure

19. Clip and file nails to desired nail shape and length
20. Buff the nails

Scrubbing Procedure

21. Exfoliate with a foot scrub to remove the dry or scaly skin
22. Smooth calluses
23. Rinse foot

Cuticle Removal Procedure

24. Apply cuticle remover
25. Remove the nonliving portion of the cuticle

Nail Cleaning Procedure

26. Clean under the free edge of the nail
27. Buff the nails

Product Application

28. Apply lotion or oil to the client's feet and legs
29. Apply nail dehydrator to remove oil and surface moisture (if the polish is desired)
30. Polish (if desired)

Post-Service Procedure

31. Discuss maintenance and aftercare
32. Discard any cross-contaminated products
33. Discard any porous (single-use) items used during the service
34. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
35. Store clean and disinfected tools, implements, and items in a clean closed storage container
46. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

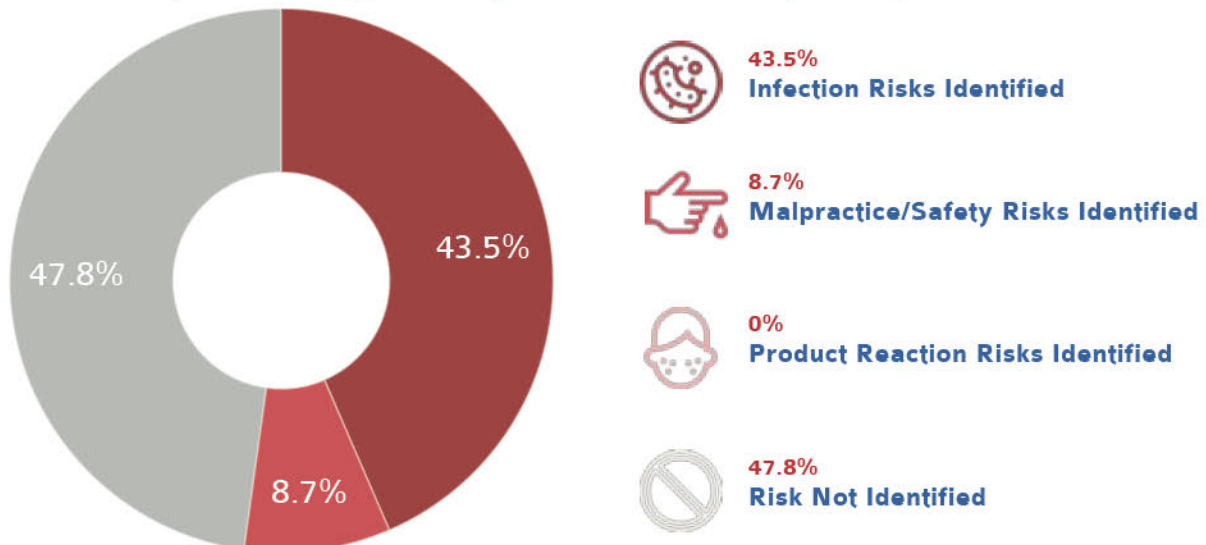


IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC POLISH SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

52.2 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): N/A



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- Cotton
- Towel



Service Products **as necessary*

- | | |
|----------------------------|------------------------|
| ◦ Acetone/Polish Remover | ◦ Nail Polish Top Coat |
| ◦ Dehydrator | ◦ Water |
| ◦ Liquid Soap or Sanitizer | |
| ◦ Nail Polish Base | |
| ◦ Nail Polish Color | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

BASIC POLISH SERVICE

Service Description: The addition of artificial products to the nails of the hands or feet to enhance the appearance of the natural or artificial nail.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure all porous (single-use) items are new and unused
3. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

**An equally effective hand sanitizer may be used.*

4. Wet hands with water
5. Apply liquid soap to hands
6. Lather soap in hands for 20 seconds
7. Rinse hands thoroughly with water
8. Dry hands with a towel

Client Consultation Procedure

9. Complete/review consultation
10. Determine the client's needs and preferences
11. Assess the client's hands and/or feet
12. Recommend treatment/service options

Client Preparation

13. Client washes hands

Polish Removal Procedure

14. Saturate a cotton ball with polish remover
15. Remove existing polish

Nail Assessment

16. Evaluate nail health after polish is removed from the natural nail

Product Application

17. Apply nail dehydrator to remove oil and surface moisture (if the polish is desired)
18. Polish (if desired)

Post-Service Procedure

19. Discuss maintenance and aftercare
20. Discard any porous (single-use) items used during the service
21. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
22. Store clean and disinfected tools, implements, and items in a clean closed storage container
23. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

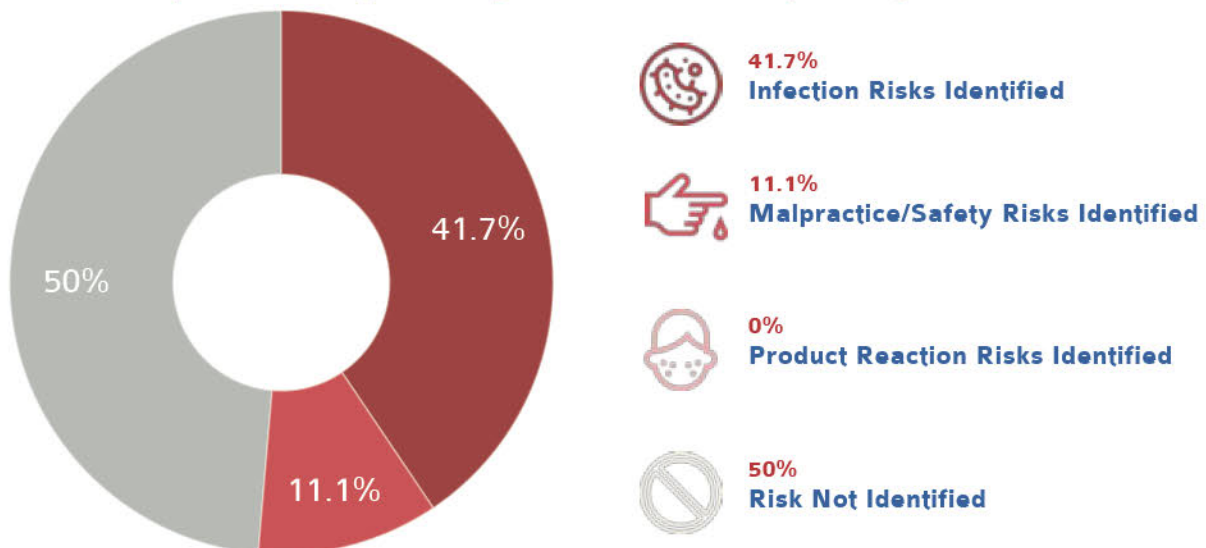


IDENTIFYING RISKS

IN BEAUTY SERVICES

BLOW DRY SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

50 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Thermal Burn**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Blow Dryer
- Cape
- Hair Brush
- Hair Clips
- Hair Combs
- Shampoo Bowl
- Testing Strips
- Thermal Iron



Service Products **as necessary*

- Conditioner
- Shampoo
- Styling Product
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

BLOW DRY SERVICE

Service Description: The drying of the hair on the head to achieve a requested style.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator is used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools, implements, and items are clean and disinfected
5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

6. Wet hands with water
7. Apply liquid soap to hands
8. Lather soap in hands for 20 seconds
9. Rinse hands thoroughly with water
10. Dry hands with a towel

Client Consultation Procedure

11. Complete/review consultation
12. Determine the client's needs and preferences
13. Assess the client's skin and hair
14. Recommend treatment/service options

Client Preparation

15. Drape client with cape

Shampoo/Conditioner Application

16. Carefully position client's neck in the shampoo bowl
17. Rinse hair
18. Apply shampoo
19. Rinse shampoo
20. Apply conditioner
21. Rinse conditioner
22. Dry hair with a towel

Product Application

23. Apply the styling product
24. Comb through hair

Blow Dry Style Procedure

25. Dry hair with the blow dryer

Thermal Iron Procedure

26. Section and part hair
27. Test the thermal iron temperature
28. Provide the thermal curling iron procedure

Service Conclusion

29. Remove cape from client

Post-Service Procedure

30. Discuss maintenance and aftercare
31. Discard any cross-contaminated products
32. Discard any porous (single-use) items used during the service
33. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
34. Store clean and disinfected tools, implements, and items in a clean closed storage container
35. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
36. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

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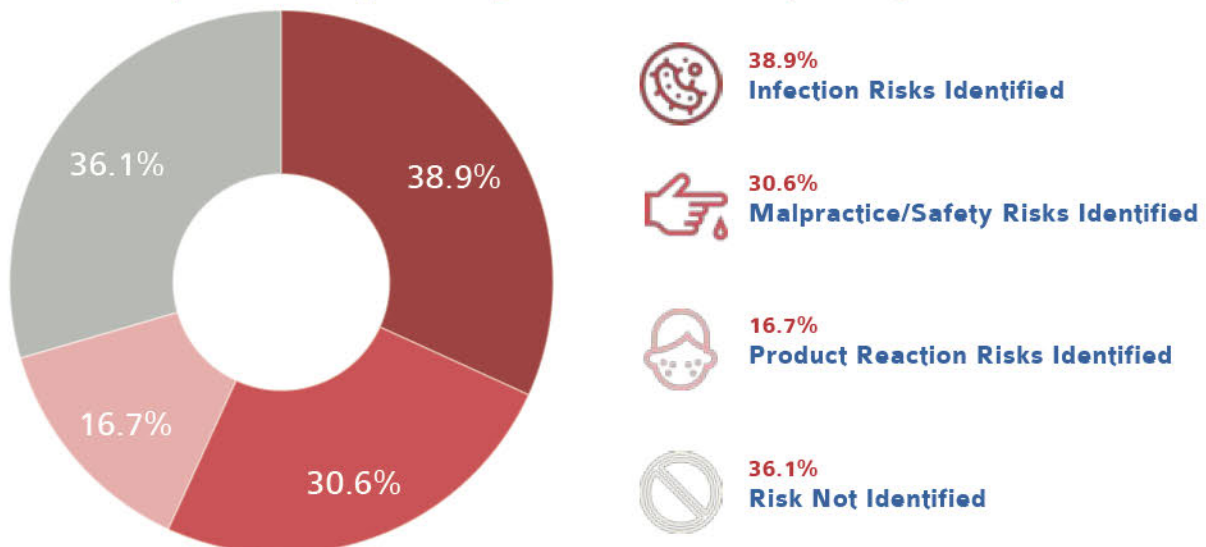


IDENTIFYING RISKS

IN BEAUTY SERVICES

CHEMICAL RELAXER SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

63.9 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Impetigo, MRSA, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Chemical Burn**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Scalp/Skin Irritation**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Applicator Brush
- Bowl
- Cape
- Hair Clips
- Hair Comb
- Shampoo Bowl
- Spatula
- Towel



Service Products **as necessary*

- Conditioner
- Protective Cream
- Neutralizer
- Relaxer Product
- Shampoo
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

CHEMICAL RELAXER SERVICE

Service Description: The chemical processing of naturally curly hair on the head to permanently straighten the hair.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 5. Wet hands with water
- 6. Apply liquid soap to hands
- 7. Lather soap in hands for 20 seconds
- 8. Rinse hands thoroughly with water
- 9. Dry hands with a towel

Client Consultation Procedure

- 10. Complete/review consultation
- 11. Determine the client's needs and preferences
- 12. Assess the client's skin and hair
- 13. Recommend treatment/service options

Client Preparation

- 14. Drape client with cape

Sectioning & Parting Procedure

- 15. Section and part hair

Barrier Application

- 16. Apply protective cream

Relaxer Application

- 17. Apply relaxer product, following the manufacturer's instructions
- 18. Process relaxer product, following the manufacturer's instructions

Shampoo/Conditioner Application

- 19. Carefully position the client's neck in the shampoo bowl
- 20. Rinse relaxer product from the hair
- 21. Apply shampoo (repeat 3 times)
- 22. Apply neutralizer
- 23. Process neutralizer
- 24. Rinse neutralizer from the hair
- 25. Apply shampoo
- 26. Rinse shampoo
- 27. Apply conditioner
- 28. Rinse conditioner
- 29. Dry hair with towel

Service Conclusion

- 30. Remove cape from client

Post-Service Procedure

- 31. Discuss maintenance and aftercare
- 32. Discard any cross-contaminated products
- 33. Discard any porous (single-use) items used during the service
- 34. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 35. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 36. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

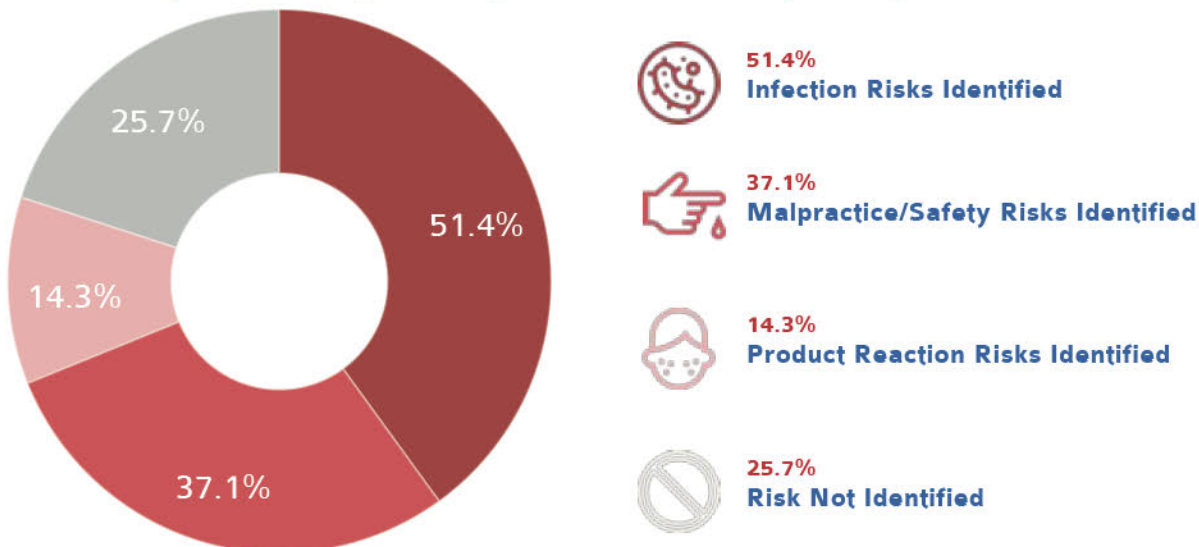


IDENTIFYING RISKS

IN BEAUTY SERVICES

DIP NAIL APPLICATION SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

74.3% of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Cut Injury, Friction Burn, Injury to the Cuticle, Hyponychium, Nail Plate, or Surrounding Skin, Skin Abrasion**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction, Respiratory Irritation, Skin Irritation,**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | |
|-------------------------|--------------------|
| ◦ Cotton | ◦ Nail Files |
| ◦ Cuticle Pusher | ◦ Nail Nippers |
| ◦ Disposable Applicator | ◦ Nail Pusher |
| ◦ Nail Buffers | ◦ Orangewood Stick |
| ◦ Nail Clippers | ◦ Towel |



Service Products **as necessary*

- | | | |
|--------------------------|---------------------------|---------|
| ◦ Alcohol | ◦ Dehydrator | ◦ Water |
| ◦ Acetone/Polish Remover | ◦ Layering Gel | |
| ◦ Activator | ◦ Liquid Base Coat | |
| ◦ Acrylic Powder | ◦ Liquid Soap (Sanitizer) | |
| ◦ Cuticle Remover | ◦ Sealer | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

DIP NAIL APPLICATION SERVICE

Service Description: The addition of artificial products to the nails of the hands to enhance the appearance of the natural nail.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 5. Wet hands with water
- 6. Apply liquid soap to hands
- 7. Lather soap in hands for 20 seconds
- 8. Rinse hands thoroughly with water
- 9. Dry hands with a towel

Client Consultation Procedure

- 10. Complete/review consultation
- 11. Determine the client's needs and preferences
- 12. Assess the client's nails and surrounding skin
- 13. Recommend treatment/service options

Client Preparation

- 14. Client washes hands

Nail Assessment

- 15. Evaluate nail health

Cuticle Removal Procedure

- 16. Apply cuticle remover
- 17. Remove the nonliving portion of the cuticle

Nail Preparation and Cleaning Procedure

- 18. Clean under the free edge
- 19. Clip or file the nails to desired nail shape and length
- 20. File and remove shine
- 21. Clean surface of the nail
- 22. Apply alcohol or acetone to remove oils and surface moisture

Dip Application

- 23. Apply liquid base product to nail while avoiding skin contact
- 24. Apply powder to cover each nail individually
- 25. Remove excess powder
- 26. Apply layering gel between layers
- 27. Apply sealer or activator

Nail Shaping Procedure

- 28. File and buff the nails
- 29. Remove any dust with alcohol

Post-Service Procedure

- 30. Discuss maintenance and aftercare
- 31. Discard any cross-contaminated products
- 32. Discard any porous (single-use) items used during the service
- 33. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 34. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 35. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

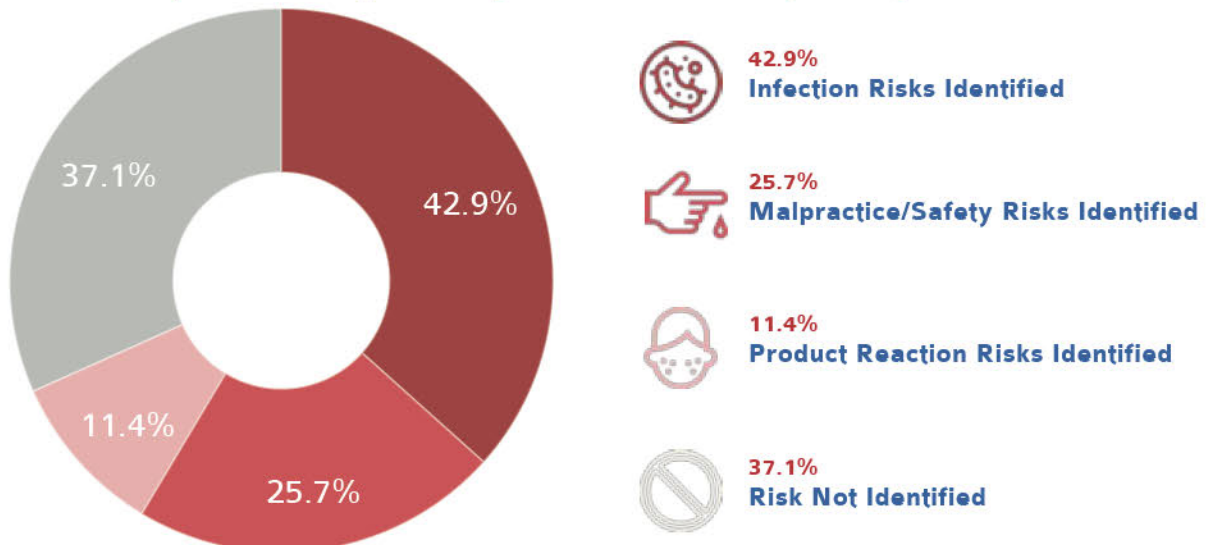


IDENTIFYING RISKS

IN BEAUTY SERVICES

EYELASH EXTENSION SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

62.9 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): E. coli, Iritis, MRSA, Strep A, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Adhesive Injury**, **Corneal Damage**, **Eye Injury**, **Eye Puncture**, **Follicle Damage**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction**, **Eye Irritation**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Cape
- Cotton
- Disposable Lash Brush
- Disposable Lash Wand
- Eye Pad
- Fan
- Hair Cap/Band
- Magnifying Light
- Palette
- Towel
- Tweezers



Service Products **as necessary*

- Adhesive
- Eyelashes
- Cleanser
- Lash Tape
- Sealer

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

EYELASH EXTENSION SERVICE

Service Description: The addition of extensions to the eyelashes to increase length and volume.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator is used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools, implements, and items are clean and disinfected
5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

**An equally effective hand sanitizer may be used.*

6. Wet hands with water
7. Apply liquid soap to hands
8. Lather soap in hands for 20 seconds
9. Rinse hands thoroughly with water
10. Dry hands with a towel

Client Consultation Procedure

11. Complete/review consultation
12. Determine the client's needs and preferences
13. Assess the client's eyelashes and surrounding skin
14. Recommend treatment/service options

Client Preparation

15. Have client remove contact lenses
16. Drape client
17. Secure the hair away from the face
18. Cleanse eyelashes while bracing

Eyelash Application

19. Brush eyelashes while bracing
20. Apply a protective under-eye pad, following manufacturer's instructions
21. Distribute adhesive to the palette
22. Remove new eyelashes from the container and place on a palette
23. Apply adhesive to the individual eyelash extension
24. Apply the individual eyelash to the natural eyelash or apply the cluster/strip to the eyelid
25. Separate eyelashes while bracing
26. Apply sealer to the eyelashes while bracing
27. Remove protective under-eye pad

Service Conclusion

28. Remove drape

Post-Service Procedure

29. Discuss maintenance and aftercare
30. Discard any cross-contaminated products
31. Discard any porous (single-use) items used during the service
32. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
33. Store clean and disinfected tools, implements, and items in a clean closed storage container
34. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
35. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

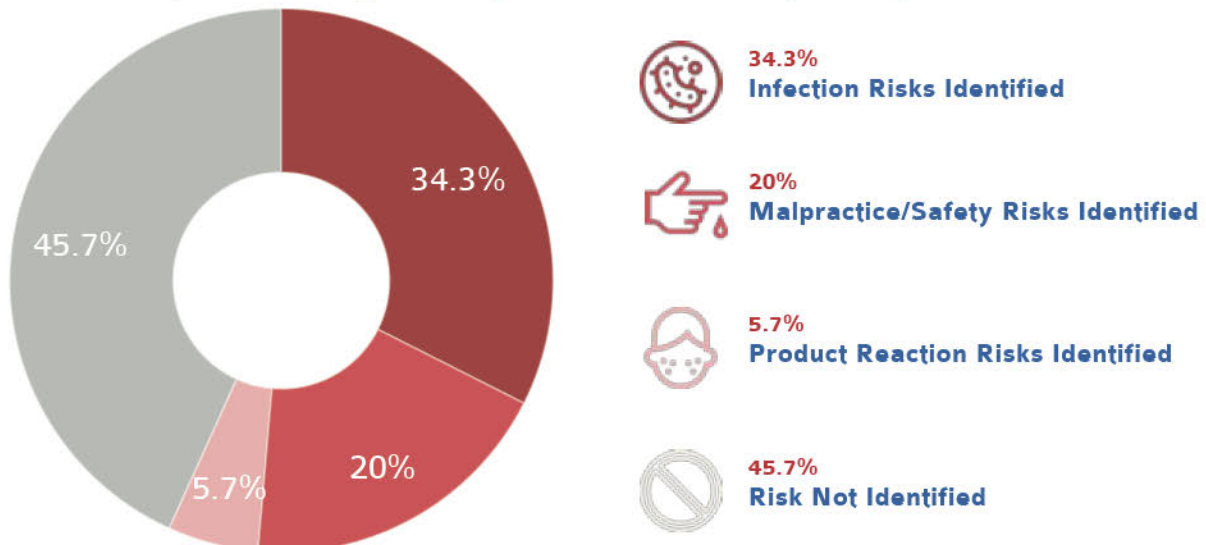


IDENTIFYING RISKS

IN BEAUTY SERVICES

FOIL SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

54.3 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Impetigo, MRSA, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Chemical Burn**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Scalp/Skin Irritation**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Applicator Bottle
- Applicator Brush
- Bowl
- Cape
- Foils
- Hair Clips
- Hair Comb
- Measuring Instrument
- Shampoo Bowl
- Spatula
- Timer
- Towel



Service Products **as necessary*

- Conditioner
- Color/Lightener Product
- Developer
- Shampoo
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

FOIL SERVICE

Service Description: The chemical lightening of the hair on the head to enhance or alter the hair color.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

- *An equally effective hand sanitizer may be used.*
- 5. Wet hands with water
 - 6. Apply liquid soap to hands
 - 7. Lather soap in hands for 20 seconds
 - 8. Rinse hands thoroughly with water
 - 9. Dry hands with a towel

Client Consultation Procedure

- 10. Complete/review consultation
- 11. Determine the client's needs and preferences
- 12. Assess the client's skin and hair
- 13. Recommend treatment/service options
- 14. Perform reaction test

Client Preparation

- 15. Drape client with cape

Sectioning & Parting Procedure

- 16. Section and part hair

Chemical Mixing Application

- 17. Mix chemicals, following manufacturer's instructions

Foil Parting Procedure

- 18. Weave out selected strands from the desired parting
- 19. Apply foil underneath the strand

Color/Lightener Procedure

- 20. Apply color/lightener product, following the manufacturer's instructions
- 21. Process color/lightener product, following the manufacturer's instructions

Shampoo/Conditioner Application

- 22. Carefully position the client's neck in the shampoo bowl
- 23. Rinse hair
- 24. Apply shampoo
- 25. Rinse shampoo
- 26. Apply conditioner
- 27. Rinse conditioner
- 28. Dry hair with towel

Service Conclusion

- 29. Remove cape from client

Post-Service Procedure

- 30. Discuss maintenance and aftercare
- 31. Discard any cross-contaminated products
- 32. Discard any porous (single-use) items used during the service
- 33. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 34. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 35. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

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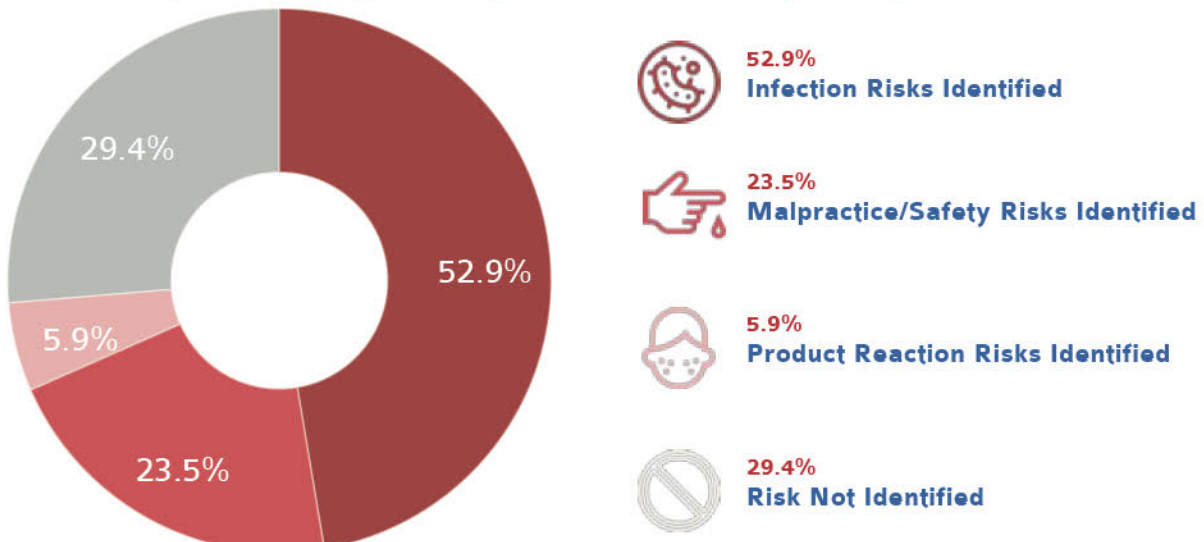


IDENTIFYING RISKS

IN BEAUTY SERVICES

GEL POLISH SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

70.6 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Cut Injury, Friction Burn, Injury to the Cuticle, Hyponychium, Nail Plate, or Surrounding Skin, Skin Abrasion**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction, Respiratory Irritation, Skin Irritation,**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Cotton
- Cuticle Pusher
- Disposable Applicator
- Nail Clippers
- Nail Files
- Nail Nippers
- Nail Pusher
- Orangewood Stick
- Towel
- UV/LED Light



Service Products **as necessary*

- Alcohol
- Acetone
- Cleanser
- Cuticle Remover
- Dehydrator
- Liquid Soap (Sanitizer)
- Lotion
- Nail Oil
- Oligomer (Gel)
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

GEL POLISH SERVICE

Service Description: The addition of artificial products to the nails of the hands to add length or to strengthen the natural nail.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 6. Wet hands with water
- 7. Apply liquid soap to hands
- 8. Lather soap in hands for 20 seconds
- 9. Rinse hands thoroughly with water
- 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Recommend treatment/service options

Client Preparation

- 14. Client washes hands

Nail Assessment

- 15. Evaluate nail health

Cuticle Removal Procedure

- 16. Apply cuticle remover
- 17. Remove the nonliving portion of the cuticle

Nail Preparation and Cleaning Procedure

- 18. Clean under the free edge
- 19. Clip or file the nails to desired nail shape and length
- 20. File and remove shine
- 21. Clean surface of the nail
- 22. Apply alcohol or acetone to remove oils and surface moisture

Hard/Soft Gel Application

- 23. Apply UV/LED activated gel product on the nail
- 24. Place client's hand under UV/LED light, following manufacturer's instructions
- 25. Remove tacky layer

Finishing Application

- 27. Apply and rub the nail oil into surrounding skin
- 28. Apply lotion to hands and arms

Post-Service Procedure

- 28. Discuss maintenance and aftercare
- 29. Discard any cross-contaminated products
- 30. Discard any porous (single-use) items used during the service
- 31. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 32. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 33. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 34. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

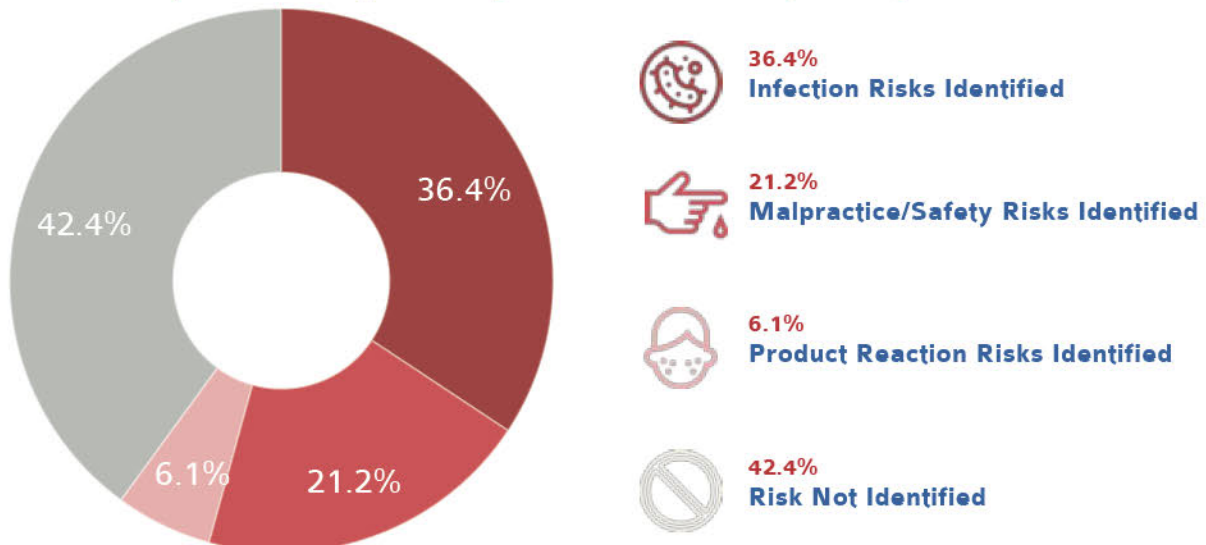


IDENTIFYING RISKS

IN BEAUTY SERVICES

HAIR COLOR SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

57.6 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Impetigo, MRSA, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Chemical Burn**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction, Scalp/Skin Irritation**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Applicator Bottle
- Applicator Brush
- Bowl
- Cape
- Hair Clips
- Hair Comb
- Measuring Instrument
- Shampoo Bowl
- Spatula
- Timer
- Towel



Service Products **as necessary*

- Conditioner
- Color/Lightener Product
- Developer
- Shampoo
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

HAIR COLOR SERVICE

Service Description: The chemical coloring of the hair on the head to alter or enhance the hair color.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 5. Wet hands with water
- 6. Apply liquid soap to hands
- 7. Lather soap in hands for 20 seconds
- 8. Rinse hands thoroughly with water
- 9. Dry hands with a towel

Client Consultation Procedure

- 10. Complete/review consultation
- 11. Determine the client's needs and preferences
- 12. Assess the client's skin and hair
- 13. Recommend treatment/service options
- 14. Perform reaction test

Client Preparation

- 15. Drape client with cape

Sectioning & Parting Procedure

- 16. Section and part hair

Chemical Mixing Application

- 17. Mix chemicals, following manufacturer's instructions

Color/Lightener Procedure

- 18. Apply color/lightener product, following the manufacturer's instructions
- 19. Process color/lightener product, following the manufacturer's instructions

Shampoo/Conditioner Application

- 20. Carefully position the client's neck in the shampoo bowl
- 21. Rinse hair
- 22. Apply shampoo
- 23. Rinse shampoo
- 24. Apply conditioner
- 25. Rinse conditioner
- 26. Dry hair with towel

Service Conclusion

- 27. Remove cape from client

Post-Service Procedure

- 28. Discuss maintenance and aftercare
- 29. Discard any cross-contaminated products
- 30. Discard any porous (single-use) items used during the service
- 31. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 32. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 33. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

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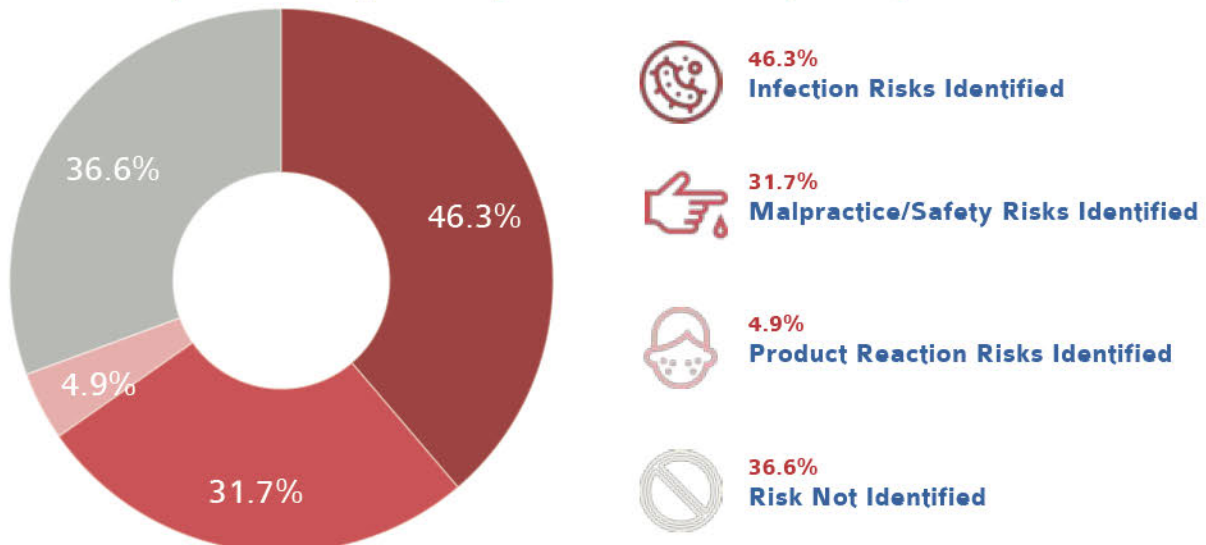


IDENTIFYING RISKS

IN BEAUTY SERVICES

HAIR REMOVAL SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

63.4 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): Conjunctivitis, Folliculitis, HPV, Impetigo, Molluscum Contagiosum, MRSA, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): Cut Injury, Follicle Damage, Skin Abrasion, Skin Irritation, Skin Tear, Skin Puncture Thermal Burn



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): Allergic Reaction, Skin Irritation

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Brow Trimmer
- Cotton
- Cotton Rounds
- Disposable Brow Brush
- Disposable Wax Applicator
- Disposable Wax Applicator
- Magnifying Light
- Scissors
- Towel
- Tweezers
- Wax Pot
- Wax Removal Strips



Service Products **as necessary*

- Moisturizer
- Pre-Epilation Product
- Post-Epilation Product
- Toner
- Wax

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

HAIR REMOVAL SERVICE

Service Description: The removal of unwanted hair from the body to make the skin smoother and to reduce hair regrowth.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 6. Wet hands with water
- 7. Apply liquid soap to hands
- 8. Lather soap in hands for 20 seconds
- 9. Rinse hands thoroughly with water
- 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Assess the client's skin and hair
- 14. Recommend treatment/service options

Client Preparation

- 15. Drape client
- 16. Assess hair growth direction
- 17. Trim or prepare the hair
- 18. Apply pre-epilation product/antiseptic to area to be waxed

Wax Temperature Assessment

- 19. Dip a new, never been used, wax applicator into heated wax
- 20. Test wax temperature

Wax Application

- 21. Dip a new, never been used, wax applicator into heated wax
- 22. Hold skin taut
- 23. Apply wax in direction of hair growth
- 24. Discard wax applicator after each single dip

Wax Removal Procedure

- 25. Apply removal strip or leave tab to pull
- 26. Hold skin taut
- 27. Quickly remove the wax before cooling in one continuous pull
- 28. Apply pressure to the waxed area
- 29. Remove excess wax
- 30. Apply post-epilation product

Tweezing Procedure

- 31. Hold skin taut
- 32. Tweeze hair in the direction of hair growth
- 33. Apply toner and soothing cream

Service Conclusion

- 34. Remove drape

Post-Service Procedure

- 35. Discuss maintenance and aftercare
- 36. Discard any cross-contaminated products
- 37. Discard any porous (single-use) items used during the service
- 38. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 39. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 40. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 41. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

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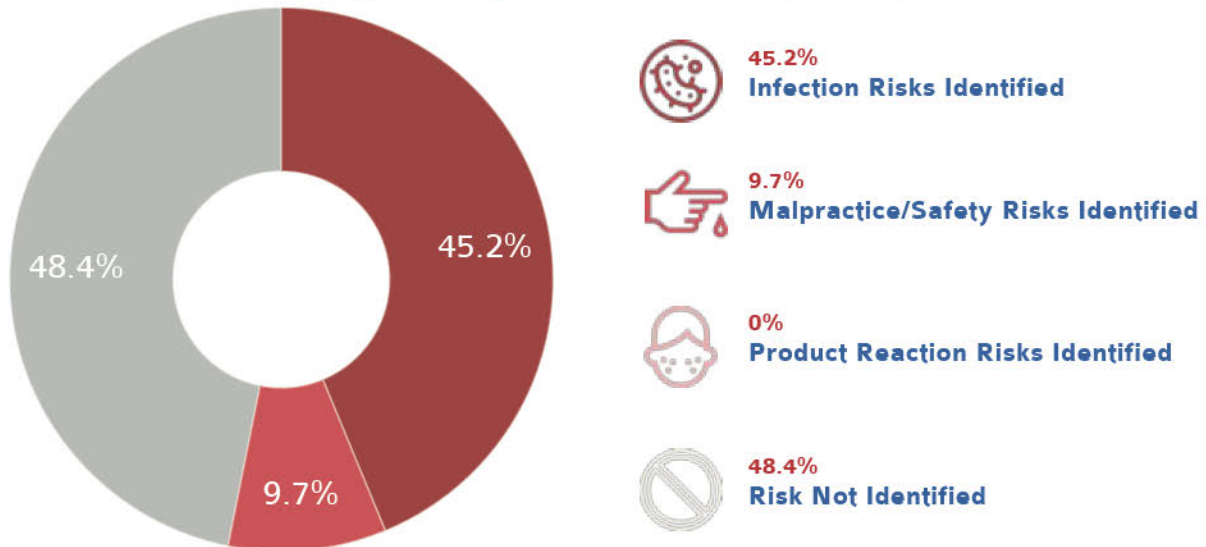


IDENTIFYING RISKS

IN BEAUTY SERVICES

HAIRCUT SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

51.6 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): Folliculitis, Impetigo, MRSA, Ringworm, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): Cut Injury, Puncture Wound



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Cape
- Clippers
- Hair Clips
- Hair Comb
- Shears
- Neck Strip
- Shampoo Bowl
- Spray Bottle
- Trimmers



Service Products **as necessary*

- Conditioner
- Shampoo
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

HAIRCUT SERVICE

Service Description: The cutting of the hair on the head to a requested length or style.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator is used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools, implements, and items are clean and disinfected
5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

**An equally effective hand sanitizer may be used.*

6. Wet hands with water
7. Apply liquid soap to hands
8. Lather soap in hands for 20 seconds
9. Rinse hands thoroughly with water
10. Dry hands with a towel

Client Consultation Procedure

11. Complete/review consultation
12. Determine the client's needs and preferences
13. Assess the client's skin and hair
14. Recommend treatment/service options

Client Preparation

15. Drape client with cape

Shampoo/Conditioner Application

16. Carefully position client's neck in the shampoo bowl
17. Rinse hair
18. Apply shampoo
19. Rinse shampoo
20. Apply conditioner
21. Rinse conditioner
22. Dry hair with a towel

Haircut Procedure

23. Perform the haircut procedure

Service Conclusion

24. Remove cape from client

Post-Service Procedure

25. Discuss maintenance and aftercare
26. Discard any cross-contaminated products
27. Discard any porous (single-use) items used during the service
28. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
29. Store clean and disinfected tools, implements, and items in a clean closed storage container
30. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
31. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



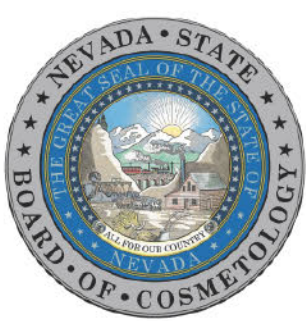
Malpractice/Safety Risk



Product Reaction Risk

About the project:

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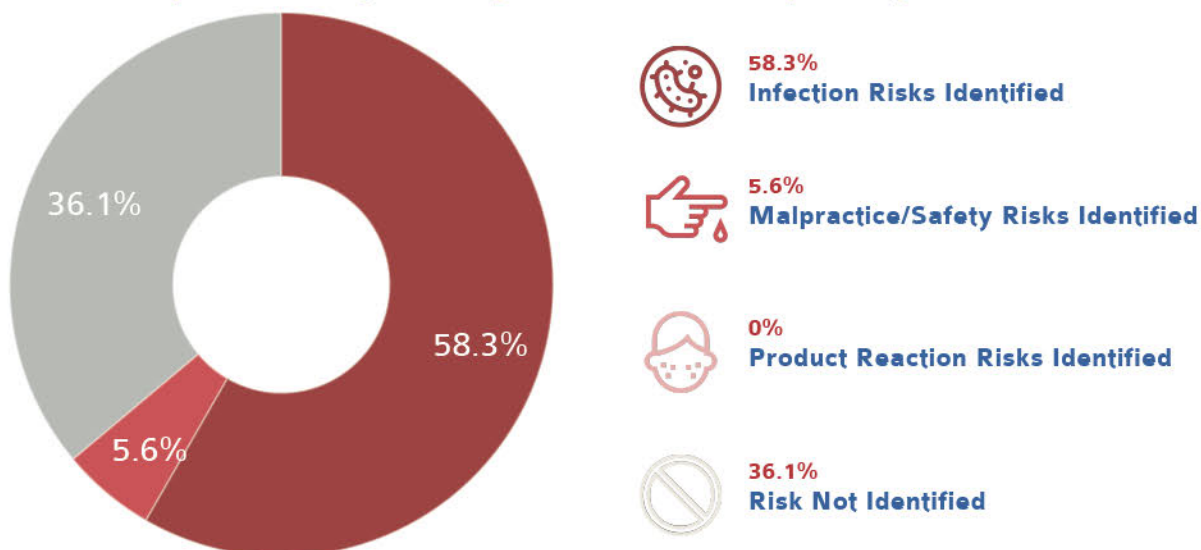


IDENTIFYING RISKS

IN BEAUTY SERVICES

MAKEUP SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

69.3 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): E. coli, Hand, Foot & Mouth Disease, Klebsiella Pneumonia, Molluscum Contagiosum, Pseudomonas Seruginosa, Strep A, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Eye Injury**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|--------------------------------|---------------------------|-----------|
| ◦ Airbrush | ◦ Disposable Makeup Brush | ◦ Spatula |
| ◦ Brow Brush | ◦ Disposable Sponges | ◦ Towel |
| ◦ Cape | ◦ Magnifying Light | |
| ◦ Cotton | ◦ Palette | |
| ◦ Disposable Makeup Applicator | ◦ Sharpener | |



Service Products **as necessary*

- | | | |
|------------------------------|--------------------|---------------|
| ◦ Brow Enhancer | ◦ Foundation | ◦ Moisturizer |
| ◦ Cleanser | ◦ Hair Clip/Band | |
| ◦ Concealer | ◦ Lip Liner | |
| ◦ Eye Liner (liquid/powder) | ◦ Liquid Lip Color | |
| ◦ Eye Shadow (liquid/powder) | ◦ Mascara | |

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

MAKEUP SERVICE

Service Description: The addition of cosmetics to the face to enhance or alter the appearance.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 6. Wet hands with water
- 7. Apply liquid soap to hands
- 8. Lather soap in hands for 20 seconds
- 9. Rinse hands thoroughly with water
- 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Recommend treatment/service options

Client Preparation

- 14. Drape client
- 15. Secure the hair away from the face
- 16. Cleanse the skin

Skin Analysis

- 17. Evaluate the skin type, condition, and texture
- 18. Determine the face shape and skin tone

Foundation/Concealer Application

- 19. Apply concealer, if needed
- 20. Apply and blend foundation

Powder Application

- 21. Apply face powder and blend

Eyebrow Enhancement

- 22. Brush eyebrow in direction of hair growth
- 23. Apply eyebrow color

Eye Shadow Application

- 24. Apply eye shadow while bracing

Eyeliner/Mascara Application

- 25. Apply eyeliner while bracing
- 26. Apply mascara while bracing

Lip Application

- 27. Apply lip liner
- 28. Apply lip color

Service Conclusion

- 29. Remove drape

Post-Service Procedure

- 30. Discuss maintenance and aftercare
- 31. Discard any cross-contaminated products
- 32. Discard any porous (single-use) items used during the service
- 33. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 34. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 35. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 36. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

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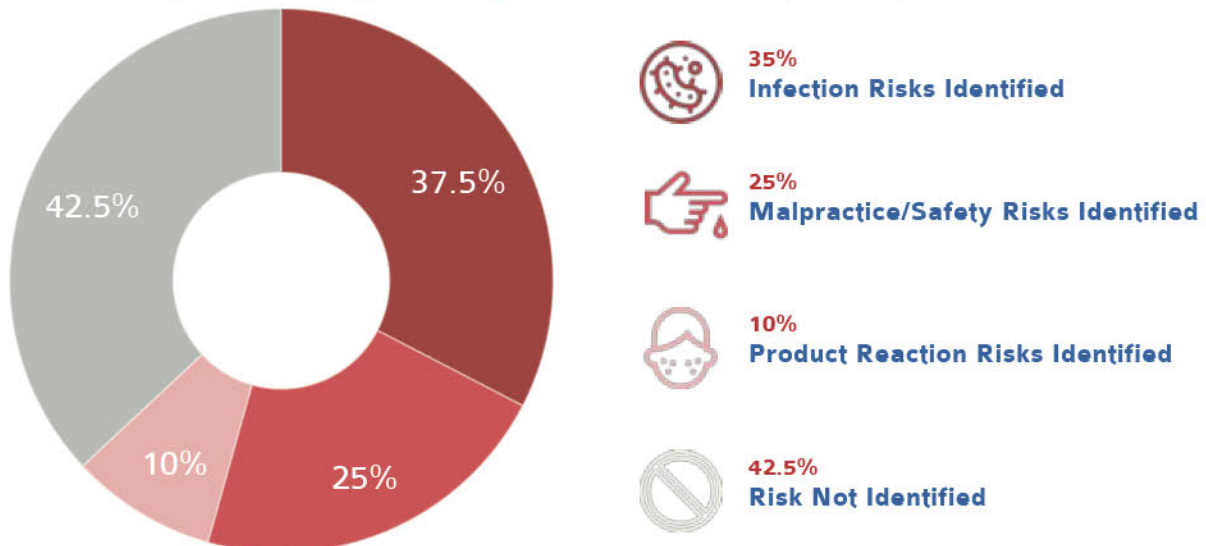


IDENTIFYING RISKS

IN BEAUTY SERVICES

PERMANENT WAVE SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

57.5 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Impetigo, MRSA, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Chemical Burn**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **Allergic Reaction, Scalp/Skin Irritation**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|-------------------------|----------------|---------|
| ◦ Cape | ◦ Hair Comb | ◦ Timer |
| ◦ Cotton | ◦ Hair Picks | ◦ Towel |
| ◦ Disposable Applicator | ◦ Perm Rods | |
| ◦ End Papers | ◦ Shampoo Bowl | |
| ◦ Hair Clips | ◦ Spray Bottle | |



Service Products **as necessary*

- Neutralizer
- Protective Cream
- Shampoo
- Water
- Waving Lotion

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

PERMANENT WAVE SERVICE

Service Description: The chemical processing of straight hair on the head to permanently add curls to the hair.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 5. Wet hands with water
- 6. Apply liquid soap to hands
- 7. Lather soap in hands for 20 seconds
- 8. Rinse hands thoroughly with water
- 9. Dry hands with a towel

Client Consultation Procedure

- 10. Complete/review consultation
- 11. Determine the client's needs and preferences
- 12. Assess the client's skin and hair
- 13. Recommend treatment/service options

Client Preparation

- 14. Drape client with cape

Shampoo/Conditioner Application

- 15. Carefully position the client's neck in the shampoo bowl
- 16. Rinse hair
- 17. Apply shampoo
- 18. Rinse shampoo
- 19. Dry hair with towel

Sectioning & Parting Procedure

- 20. Section and part hair

Wrapping Procedure

- 21. Perform wrapping procedure

Barrier Application

- 22. Apply protective cream

Solution Application

- 23. Apply solution, following manufacturer's instructions
- 24. Process solution, following manufacturer's instructions
- 25. Carefully position client's neck in the shampoo bowl
- 26. Rinse solution
- 27. Blot with towel

Neutralizer Application

- 28. Apply neutralizer, following manufacturer's instructions
- 29. Process neutralizer, following manufacturer's instructions
- 30. Carefully position client's neck in the shampoo bowl
- 31. Rinse neutralizer
- 32. Rod Removal
- 33. Dry hair with towel

Service Conclusion

- 34. Remove cape from client

Post-Service Procedure

- 35. Discuss maintenance and aftercare
- 36. Discard any cross-contaminated products
- 37. Discard any porous (single-use) items used during the service
- 38. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 39. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 40. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

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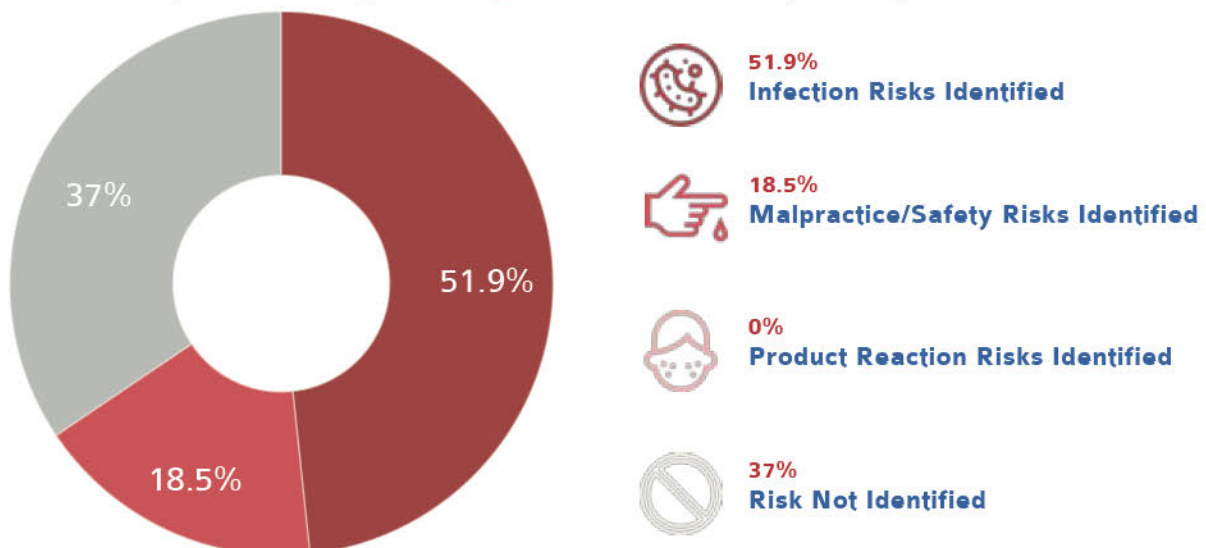


IDENTIFYING RISKS

IN BEAUTY SERVICES

SEW IN EXTENSION SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

63 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Impetigo, MRSA, Parasitic Infection, Ringworm, Coronavirus**



Malpractice & Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Puncture Wound, Traction Alopecia**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | |
|-----------------|--------------|
| ◦ Cape | ◦ Neck Strip |
| ◦ Curved Needle | ◦ Thread |
| ◦ Hair Clips | |
| ◦ Hair Comb | |
| ◦ Scissors | |



Service Products **as necessary*

- Hair Extension (Weft)
- Oil

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

SEW IN EXTENSION SERVICE

Service Description: The attachment of extensions to the hair on the head to alter or enhance the appearance.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator is used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools, implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

5. Wet hands with water
6. Apply liquid soap to hands
7. Lather soap in hands for 20 seconds
8. Rinse hands thoroughly with water
9. Dry hands with a towel

Client Consultation Procedure

10. Complete/review consultation
11. Determine the client's needs and preferences
12. Assess the client's skin and hair
13. Recommend treatment/service options

Client Preparation

14. Drape client with cape

Sectioning & Parting Procedure

15. Section and part hair

Braiding Procedure

16. Perform the braiding procedure

Needle Preparation

17. Thread the needle

Sew In Extension Procedure

18. Form stitch
19. Sew through the weft and bring the needle through the track

Product Application

20. Apply oil to the scalp, as needed

Service Conclusion

21. Remove cape from client

Post-Service Procedure

22. Discuss maintenance and aftercare
23. Discard any cross-contaminated products
24. Discard any porous (single-use) items used during the service
25. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
26. Store clean and disinfected tools, implements, and items in a clean closed storage container
27. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...

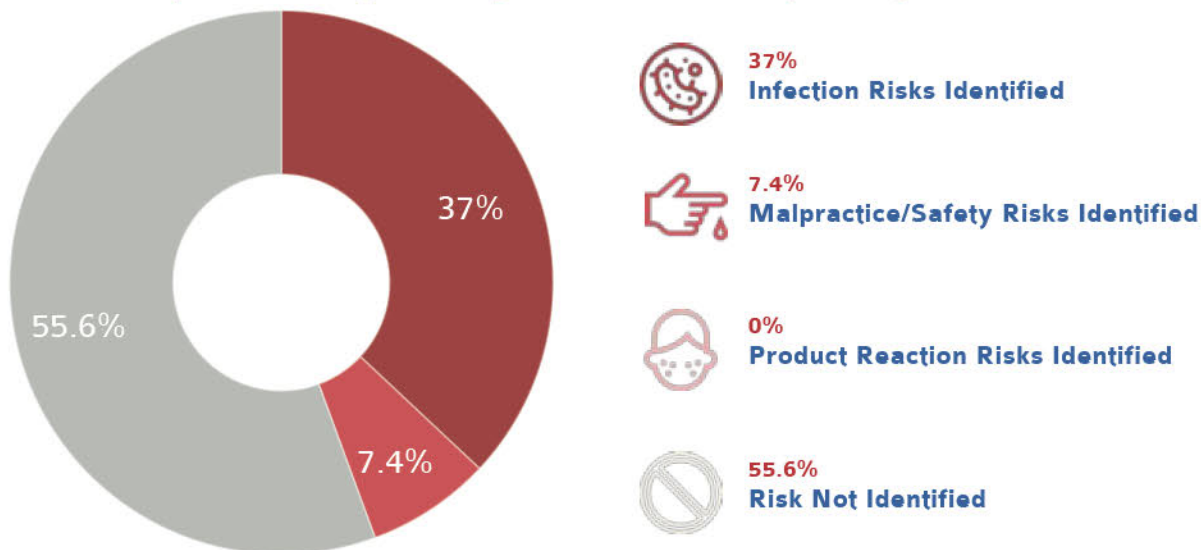


IDENTIFYING RISKS

IN BEAUTY SERVICES

SHAMPOO & CONDITIONER SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

44.4 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): N/A



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- Cape
- Shampoo Bowl
- Towel



Service Products **as necessary*

- Conditioner
- Shampoo
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

SHAMPOO & CONDITIONER SERVICE

Service Description: The washing of the hair on the head and scalp for cleansing.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools implements, and items are clean and disinfected

Hand Cleaning Procedure (Before/After Service)

**An equally effective hand sanitizer may be used.*

5. Wet hands with water
6. Apply liquid soap to hands
7. Lather soap in hands for 20 seconds
8. Rinse hands thoroughly with water
9. Dry hands with a towel

Client Consultation Procedure

10. Complete/review consultation
11. Determine the client's needs and preferences
12. Assess the client's skin and hair
13. Recommend treatment/service options

Client Preparation

14. Drape client with cape

Shampoo/Conditioner Application

15. Carefully position client's neck in the shampoo bowl
16. Rinse hair
17. Apply shampoo
18. Rinse shampoo
19. Apply conditioner
20. Rinse conditioner
21. Dry hair with a towel

Service Conclusion

22. Remove cape from client

Post-Service Procedure

23. Discuss maintenance and aftercare
24. Discard any cross-contaminated products
25. Discard any porous (single-use) items used during the service
26. Store clean and disinfected tools, implements, and items in a clean closed storage container
27. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

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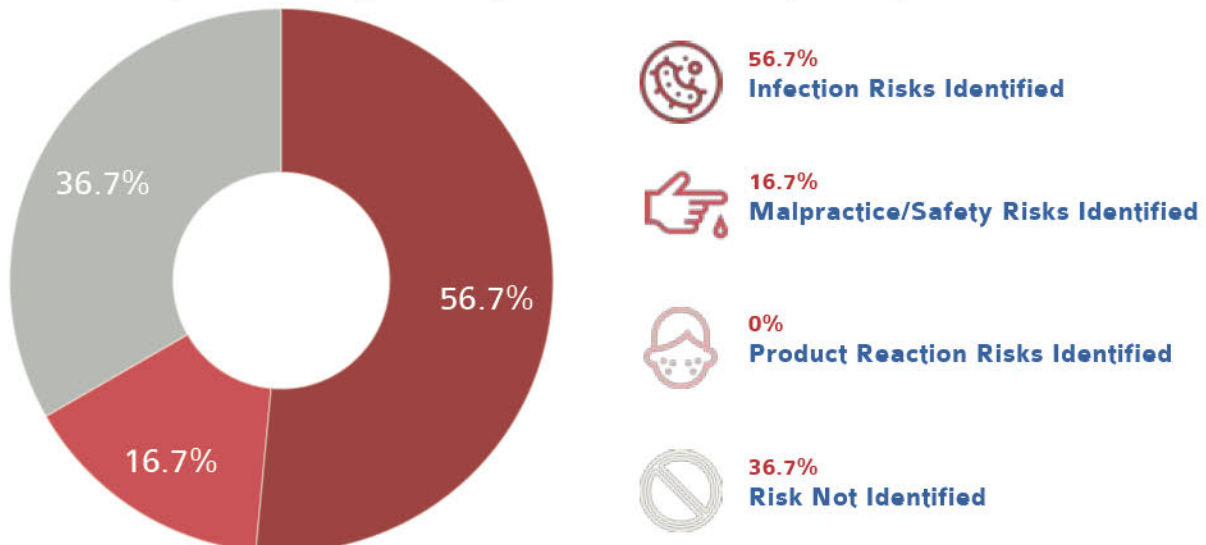


IDENTIFYING RISKS

IN BEAUTY SERVICES

NAIL SOAK OFF SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

63.3 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): Cellulitis, E. coli, Influenza, MRSA, Norovirus, Coronavirus



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): Cut Injury, Friction Burn, Injury to the Cuticle, Hyponychium, Nail Plate, or Surrounding Skin, Skin Abrasion



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): N/A

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- Disinfectant Concentrate
- Disinfectant Container
- Disinfectant Spray/Wipes
- Gloves
- Hand Sanitizer
- Liquid Soap
- Mask
- Protective Eyewear
- Spray Bottle
- Storage Container (products/tools)
- Towels (cloth/paper)
- Waste Container
- Water



Service Tools & Implements **as necessary*

- Cotton
- Disposable Applicator
- Electric Drill/File
- Foil
- Nail Buffers
- Nail Files
- Nail Pusher
- Sanders & Sleeves (Electric)
- Towel



Service Products **as necessary*

- Alcohol
- Acetone/Polish Remover
- Cuticle Oil
- Liquid Soap (Sanitizer)
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

NAIL SOAK OFF SERVICE

Service Description: The soaking of the existing enhancements of the nails of the hands or feet to remove artificial products from the natural nail.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
2. Ensure service product is new or an unused disposable product applicator is used to apply the product
3. Ensure all porous (single-use) items are new and unused
4. Ensure all non-porous tools, implements, and items are clean and disinfected
5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

**An equally effective hand sanitizer may be used.*

6. Wet hands with water
7. Apply liquid soap to hands
8. Lather soap in hands for 20 seconds
9. Rinse hands thoroughly with water
10. Dry hands with a towel

Client Consultation Procedure

11. Complete/review consultation
12. Determine the client's needs and preferences
13. Assess the client's skin and hair
14. Recommend treatment/service options

Client Preparation

15. Client washes hands

Soak Off Procedure

16. File or drill surface to break product seal
17. Saturate cotton with acetone
18. Wrap nails in foil with cotton soaked acetone
19. Soak the nail for 5-10 minutes
20. Scrape the softened product
21. File and buff nails
22. Remove any dust with alcohol
23. Apply cuticle oil

Post-Service Procedure

24. Discuss maintenance and aftercare
25. Discard any cross-contaminated products
26. Discard any porous (single-use) items used during the service
27. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
28. Store clean and disinfected tools, implements, and items in a clean closed storage container
29. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
30. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

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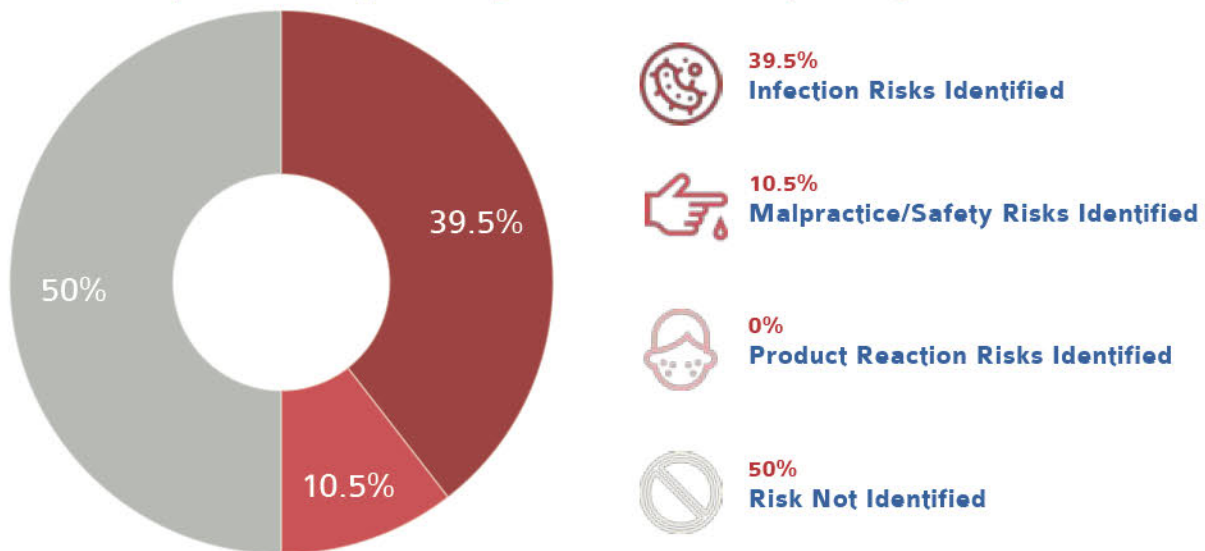


IDENTIFYING RISKS

IN BEAUTY SERVICES

STYLING SERVICE

The chart represents the percentage of the service steps that pose a consumer risk



The chart does not equal 100%, some service steps have 2+ risks identified

CONSUMER SAFETY RISKS

50 % of the steps needed to perform this service, if improperly performed, could adversely impact the consumer



Infection Risks *risk caused by improper infection prevention practice*

- Cross-Contamination of Tools, Implements, & Equipment
- Impaired Skin Integrity Could Increase Infection Risk
- Increase Spread of Existing Infection
- Service Specific Infection Risk(s): **Folliculitis, Ringworm, Coronavirus**



Malpractice/Safety Risks *risk caused by a professional's practical or theoretical error*

- Impaired Skin Integrity Could Increase Injury Risk
- Lack of Medical History Could Increase Risks of Existing Injury
- Service Specific Injury Risk(s): **Thermal Burn**



Product Reaction Risks *risk caused by a consumer's reaction to a product ingredient*

- Lack of Disclosure of Allergies or Irritants Could Cause Product Reaction
- Lack of Medical History Could Cause Product Reaction
- Service Specific Reaction Risk(s): **N/A**

TOOLS & IMPLEMENTS

PRODUCTS & SUPPLIES



Infection Control & Safety Supplies

- | | | |
|----------------------------|--------------------------------------|------------------------|
| ◦ Disinfectant Concentrate | ◦ Liquid Soap | ◦ Towels (cloth/paper) |
| ◦ Disinfectant Container | ◦ Mask | ◦ Waste Container |
| ◦ Disinfectant Spray/Wipes | ◦ Protective Eyewear | ◦ Water |
| ◦ Gloves | ◦ Spray Bottle | |
| ◦ Hand Sanitizer | ◦ Storage Container (products/tools) | |



Service Tools & Implements **as necessary*

- | | | |
|--------------|------------------|----------------|
| ◦ Blow Dryer | ◦ Hair Dryer | ◦ Thermal Iron |
| ◦ Cape | ◦ Hair Rollers | |
| ◦ Hair Brush | ◦ Shampoo Bowl | |
| ◦ Hair Clips | ◦ Testing Strips | |
| ◦ Hair Comb | | |



Service Products **as necessary*

- Conditioner
- Shampoo
- Styling Product
- Water

Project
Collaborators





IDENTIFYING RISKS

IN BEAUTY SERVICES

STYLING SERVICE

Service Description: The drying, curling, and styling of the hair on the head to achieve a specific look.

SERVICE STEPS & SUB-STEPS

Steps that present a risk are in red font and the icons represent the risk type.

Pre-Service Procedure

- 1. Ensure workstation and service area is clean and disinfected with an EPA disinfectant
- 2. Ensure service product is new or an unused disposable product applicator is used to apply the product
- 3. Ensure all porous (single-use) items are new and unused
- 4. Ensure all non-porous tools, implements, and items are clean and disinfected
- 5. Ensure electrical instruments are clean, disinfected, and in good working order

Hand Cleaning Procedure (Before/After Service)

*An equally effective hand sanitizer may be used.

- 6. Wet hands with water
- 7. Apply liquid soap to hands
- 8. Lather soap in hands for 20 seconds
- 9. Rinse hands thoroughly with water
- 10. Dry hands with a towel

Client Consultation Procedure

- 11. Complete/review consultation
- 12. Determine the client's needs and preferences
- 13. Assess the client's skin and hair
- 14. Recommend treatment/service options

Client Preparation

- 15. Drape client with cape

Shampoo/Conditioner Application

- 16. Carefully position client's neck in the shampoo bowl
- 17. Rinse hair
- 18. Apply shampoo
- 19. Rinse shampoo
- 20. Apply conditioner
- 21. Rinse conditioner
- 22. Dry hair with a towel

Roller Set Procedure

- 23. Section and part hair
- 24. Provide the roller set procedure
- 25. Heat process
- 26. Remove rollers
- 27. Style hair

Thermal Iron Procedure

- 28. Section and part hair
- 29. Test the thermal iron temperature
- 30. Provide the thermal iron procedure

Service Conclusion

- 31. Remove cape from client

Post-Service Procedure

- 32. Discuss maintenance and aftercare
- 33. Discard any cross-contaminated products
- 34. Discard any porous (single-use) items used during the service
- 35. Clean and disinfect all non-porous tools, implements, and items or set aside tools, implements, and items in a disinfectant container to be cleaned and disinfected later
- 36. Store clean and disinfected tools, implements, and items in a clean closed storage container
- 37. Clean and disinfect electrical instruments that may have come in contact with the client, then place on a clean towel, hook, or in a clean closed container
- 38. Clean and disinfect workstation and service area with EPA disinfectant

Risk Type Indicators



Infection Risk



Malpractice/Safety Risk



Product Reaction Risk

About the project:

40+ contributors, 500+ years of licensed experience in 16 state jurisdictions and counting...



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE: December 22, 2020

TO: Legislative and Budget Committee
Board of Barbering and Cosmetology

FROM: Kristy Underwood, Executive Officer
Board of Barbering and Cosmetology

SUBJECT: Instructor Licensing

In order to prepare the Board's Legislative and Budget Committee (Committee) to discuss the subject of instructor licensing, the following history has been prepared.

Statutory Background

Prior to 2003, the Board had requirements for instructors. To be admitted to the Instructor Exam, the applicant must have met the following criteria:

- Completed the 12th grade or its equivalent
- Is not subject to denial
- Holds a valid cosmetology or barber license
- Has done one of the following:
 - a. Completed an instructor training course in an approved school.
 - b. Completed 10 months of training as a teacher assistant/aide in an approved school.
 - c. Practiced barbering and cosmetology in a licensed establishment for one year within the three years immediately preceding the application.

Applicants were required to pass both a written and practical examination to obtain licensure. Once licensed, instructors were required to complete 30 hours of continuing education in the teaching of vocational education during their two-year licensing period.

While there were statutes that required an examination for an instructor license, there was not a statute that required an approved school to only employ licensed instructors. Therefore, the instructor license was considered voluntary.

Legislative History

In the Board's 2003 Sunset Review Report, the Joint Committee recommended to eliminate the voluntary license for barbering and cosmetology instructors and the corresponding continuing education.

In 2004, a bill was introduced that would have extended the sunset date for the instructor license. This bill was vetoed by the Governor.

In 2005, the Board developed statutory language similar to what existed in 2003 that would re-establish the instructor license. The Board submitted this proposal via the 2005 Sunset Review Report.

The Sunset Committee did not agree with the Board's proposal and no language regarding instructor licenses was moved forward.

Other States

41 states plus Washington DC have some form of licensure for instructors. Required courses range from 250 to 1,500 hours and some states require instructors to be individually licensed (as a barber, cosmetologist, etc.). Of the 41 licensing entities:

- 31 require a written and a practical exam
- 8 require a written exam only
- 2 require a written and practical exam for barber instructors and theory only for cosmetology instructors.
- 1 requires a practical exam only

No Attachment

Adjournment

HOW TO – Join – DCA WebEx Event

The following contains instructions on how to join a WebEx event hosted by the Department of Consumer Affairs (DCA).

NOTE: The preferred audio connection to our event is via telephone conference and not the microphone and speakers on your computer. Further guidance relevant to the audio connection will be outlined below.

1. Navigate to the WebEx event link provided by the DCA entity (an example link is provided below for reference) via an internet browser.

Example link:

<https://dca-ca.webex.com/dca-ca/onstage/g.php?MTID=eb0a73a251f0201d9d5ef3aaa9e978bb5>

The screenshot shows a web browser window with the address bar displaying the URL: dca-ca.webex.com/dca-ca/onstage/g.php?MTID=eb0a73a251f0201d9d5ef3aaa9e978bb5. The page header includes the DCA logo and the text "California Department of Consumer Affairs".

Event Information: 3/26

Event status: Started
Date and time: Thursday, March 26, 2020 10:30 am
Pacific Daylight Time (San Francisco, GMT-07:00)
[Change time zone](#)
Duration: 1 hour
Description:

By joining this event, you are accepting the Cisco Webex [Terms of Service](#) and [Privacy Statement](#).

Join Event Now

To join this event, provide the following information.

First name:
Last name:
Email address:
Event password:

[Join Now](#)
[Join by browser](#) **NEW!**
If you are the host, [start your event](#).

2. The details of the event are presented on the left of the screen and the required information for you to complete is on the right.

NOTE: If there is a potential that you will participate in this event during a Public Comment period, you must identify yourself in a manner that the event Host can then identify your line and unmute it so the event participants can hear your public comment. The 'First name', 'Last name' and 'Email address' fields do not need to reflect your identity. The department will use the name or moniker you provide here to identify your communication line should you participate during public comment.

HOW TO – Join – DCA WebEx Event

California Department of Technology x +

dca-ca.webex.com/mw3300/mywebex/default.do?nomenu=true&siteurl=dca-ca&service=6&rnd=0.562003235914354&main_url=https%3A%2F%2Fdca-ca.webex.com%2Fec3300%2Feventcenter%2Fevent%2FeventAction.do%3F

Apps PreProd SimpliGov Prod SimpliGov Christian Brothers... WS Web Content Acces... Ferris Bueller's Day... WS PDF Techniques | Te... DCA Password Rese...

dca **CA**.GOV California Department of Consumer Affairs

Event Information: 3/26

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Date and time: Thursday, March 26, 2020 10:30 am
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[Change time zone](#)

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Description:

By joining this event, you are accepting the Cisco Webex [Terms of Service](#) and [Privacy Statement](#).

Join Event Now

To join this event, provide the following information.

First name:

Last name:

Email address:

Event password:

[Join Now](#)

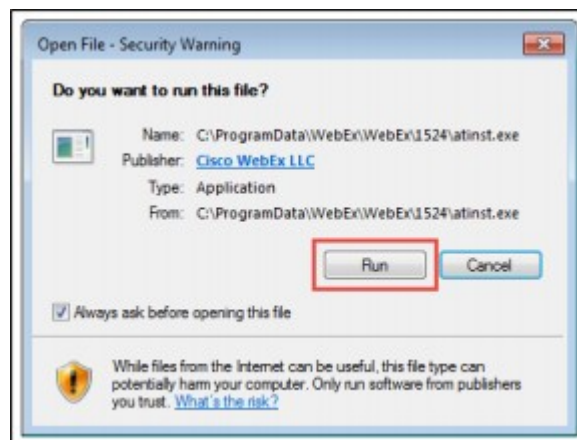
[Join by browser](#) **NEW!**

If you are the host, [start your event](#).

3. Click the 'Join Now' button.

NOTE: The event password will be entered automatically. If you alter the password by accident, close the browser and click the event link provided again.

4. If you do not have the WebEx applet installed for your browser, a new window may open, so make sure your pop-up blocker is disabled. You may see a window asking you to open or run new software. Click 'Run'.



Depending on your computer's settings, you may be blocked from running the necessary software. If this is the case, click 'Cancel' and return to the browser tab that looks like the window below. You can bypass the above process.

Starting Webex...



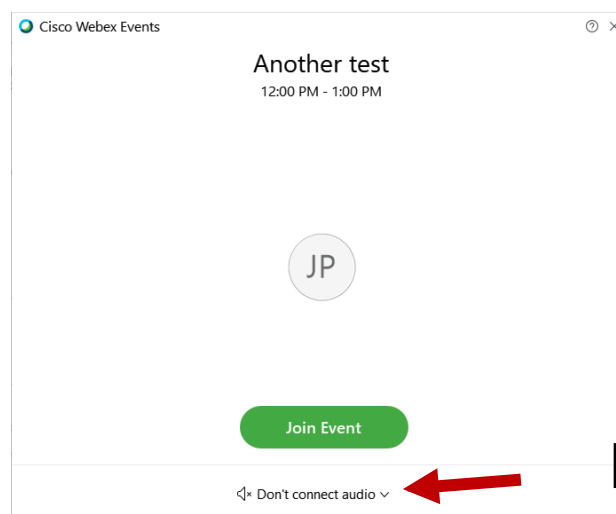
Still having trouble? [Run a temporary application](#) to join this meeting immediately.

5. To bypass step 4, click 'Run a temporary application'.
6. A dialog box will appear at the bottom of the page, click 'Run'.



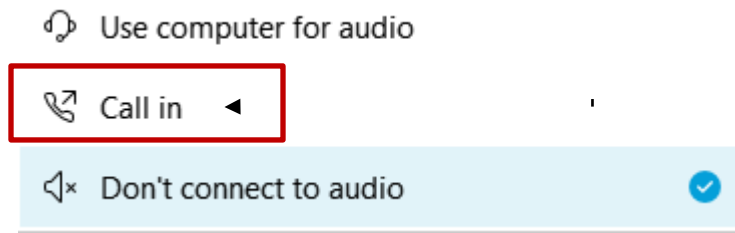
The temporary software will run, and the meeting window will open.

7. Click the audio menu below the green 'Join Event' button.

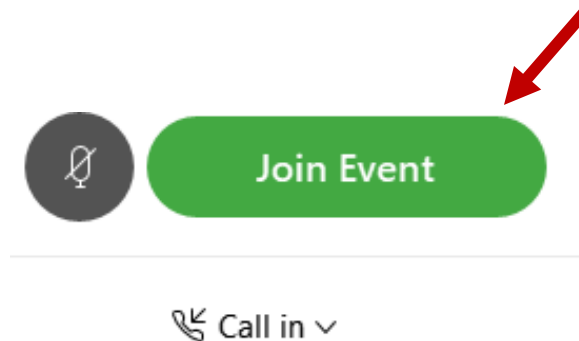


8. When the audio menu appears click 'Call in'.

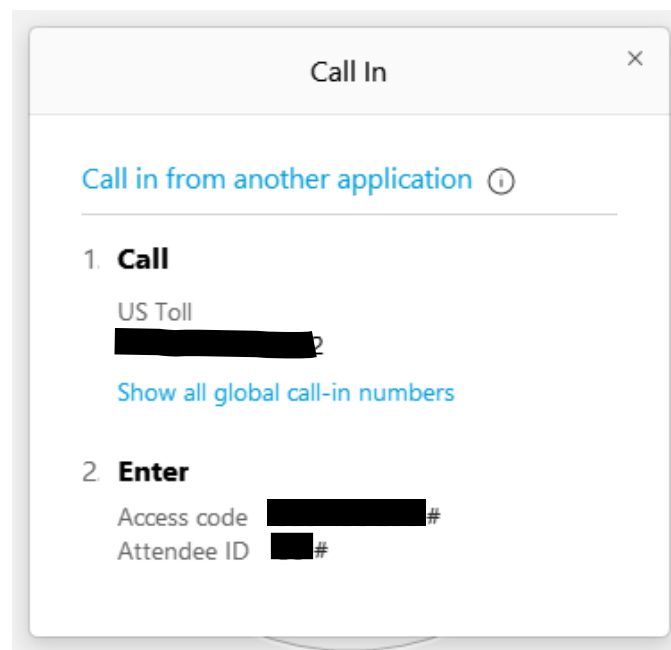
HOW TO – Join – DCA WebEx Event



9. Click 'Join Event'. The audio conference call in information will be available after you join the Event.



10. Call into the audio conference with the details provided.

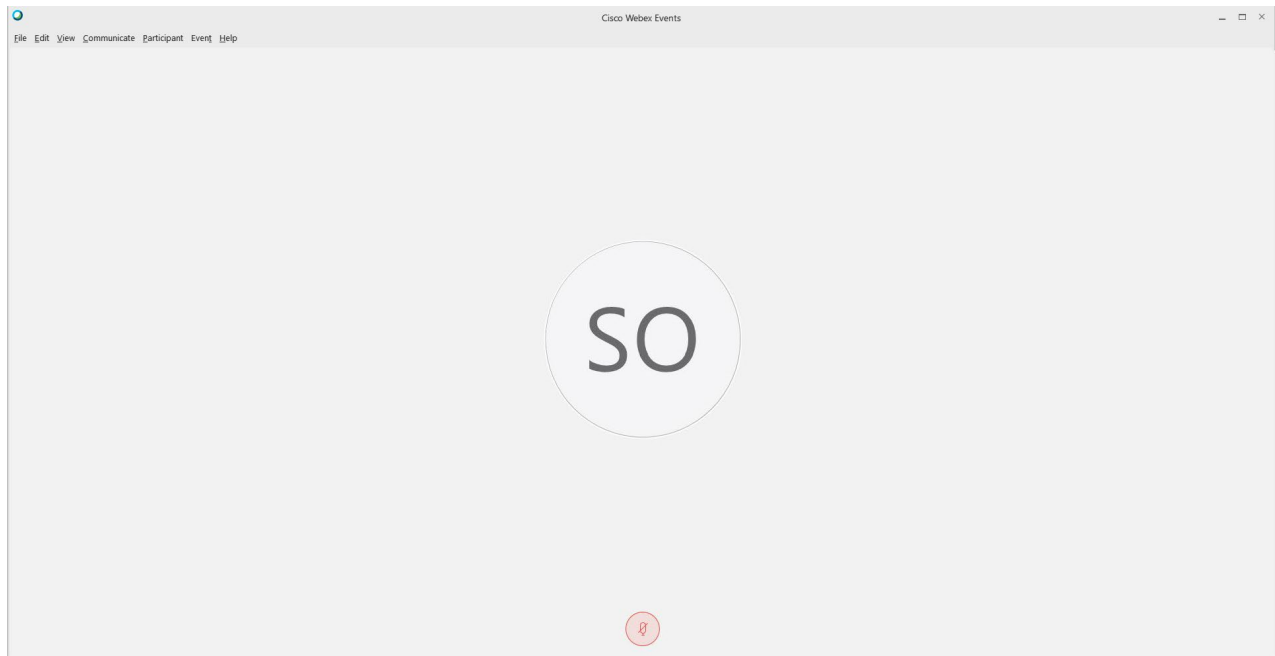


NOTE: The audio conference is the preferred method. Using your computer's microphone and speakers is not recommended.

HOW TO – Join – DCA WebEx Event

Once you successfully call into the audio conference with the information provided, your screen will look like the screen below and you have joined the event.

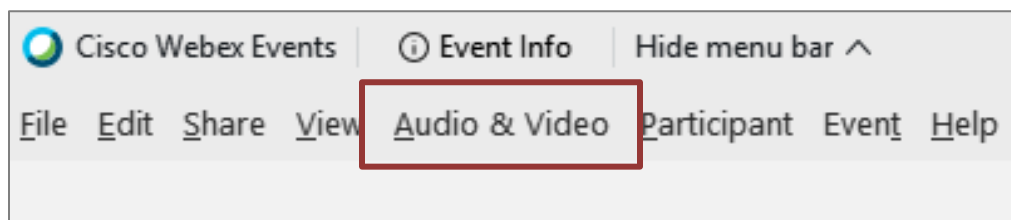
Congratulations!



NOTE: Your audio line is muted and can only be unmuted by the event host.

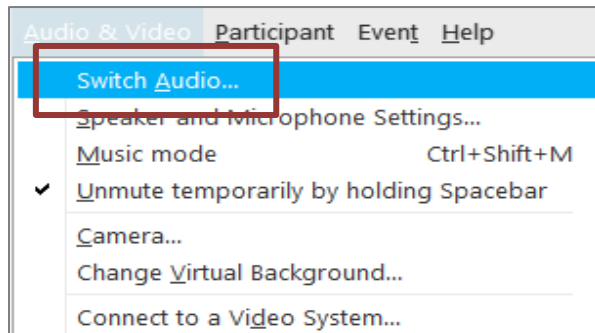
If you join the meeting using your computer's microphone and audio, or you didn't connect audio at all, you can still set that up while you are in the meeting.

1. Select 'Audio & Video' from the menu bar at the top of your screen.

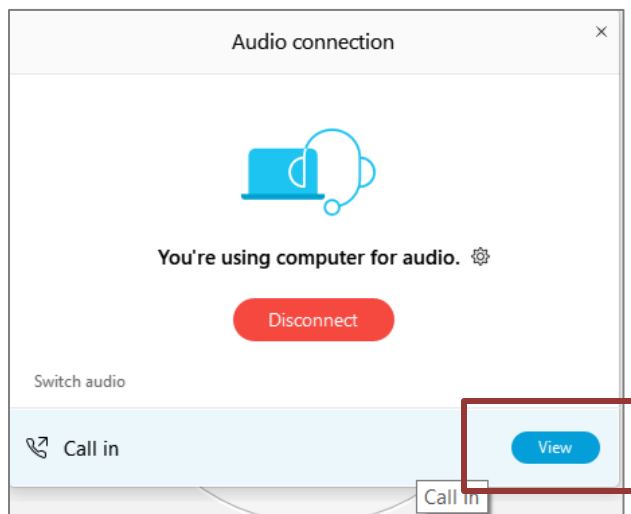


HOW TO – Join – DCA WebEx Event

2. Select “Switch Audio” from the drop-down menu.



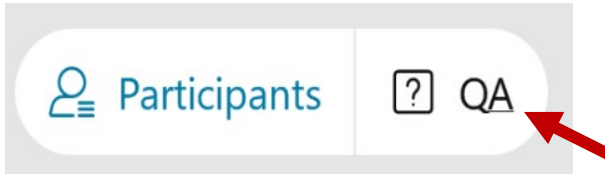
3. The ‘Call In’ information can be displayed by selecting ‘View’



You will then be presented the dial in information for you to call in from any phone.

Participating During a Public Comment Period

At certain times during the event, the facilitator may call for public comment. If you would like to make a public comment, click on the 'Q and A' button near the bottom, center of your WebEx session.



This will bring up the 'Q and A' chat box.

NOTE: The 'Q and A' button will only be available when the event host opens it during a public comment period.

To request time to speak during a public comment period, make sure the 'Ask' menu is set to 'All panelists' and type 'I would like to make a public comment'.

Ask: ▼

Select a panelist in the Ask menu first and then type your question

Send

Attendee lines will be unmuted in the order the requests were received, and you will be allowed to present public comment.

NOTE: Your line will be muted at the end of the allotted public comment duration. You will be given a warning that your time is about to expire.