

CALIFORNIA BOARD OF BARBERING AND COSMETOLOGY



AUGUST 11, 2025

**Board Meeting
and
Petition for Reinstatement Hearings**

**Department of Consumer Affairs
1625 North Market Blvd.
HQ1 Hearing Room 102
Sacramento, CA 95834**

**CALIFORNIA BOARD OF
BARBERING AND
COSMETOLOGY
BOARD MEETING
NOTICE AND AGENDA**

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

BOARD MEMBERS:
Tonya Fairley, President
Kellie Funk, Vice President
Anthony Bertram
Megan Ellis
Dr. Yolanda Jimenez
Colette Kavanaugh
Sinar Lomeli
Tamika Miller
Danielle Munoz
Calimay Pham
Steve Weeks

August 11, 2025

**Department of Consumer Affairs
1625 North Market Blvd.
HQ1 Hearing Room 102
Sacramento, CA 95834**

**10:00 am - Until
Completion of Business**

AGENDA

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 Board President 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.

OPEN SESSION:

1. Call to Order/ Roll Call/ Establishment of Quorum (**Tonya Fairley**)
2. Petition for Reinstatement Hearing
 - a) Thuong Dang, Petition for Reinstatement of License, Cosmetologist License #KK450370
 - b) Kaying Elmer, Petition for Reinstatement of License, Cosmetologist License #KK161680

CLOSED SESSION: Pursuant to Government Code section 11126 (c) (3), the Board will meet in Closed Session to Deliberate on Disciplinary Matters, including the above petitions.

RECONVENE OPEN SESSION:

3. Board President's Welcome (**Tonya Fairley**)
4. Board Member Updates – Informational only
5. Department of Consumer Affairs (DCA) Update Which May Include Updates on DCA's Administrative Services, Human Resources, Enforcement, Information Technology, Communications and Outreach, and Legislative, Regulatory, or Policy Matters.
6. Discussion and Possible Approval of the May 19, 2025, Board Meeting Minutes

7. Executive Management Reports (**Kristy Underwood**)
 - a) Administration and Operations
 - b) Licensing, Examinations, and Disciplinary Review Appeals
 - c) Enforcement, Inspections, and Cite and Fine
 - d) Outreach Update
 - e) Strategic Plan Update
8. Discussion and Possible Action on Proposed Bills:
 - a) AB 485 (Ortega) – Labor Commissioner: unsatisfied judgments: nonpayment of wages
 - b) AB 504 (Ta) – Worker Classification: Manicurists' employee or independent contractor
 - c) AB 625 (Nguyen) – Barbering and Cosmetology
 - d) AB 667 (Solache) – Professions and vocations: license examinations: interpreters
 - e) AB 742 (Elhawary) – Department of Consumer Affairs: licensing: applicants who are descendants of slaves.
 - f) AB 1514 (Assembly Members Ortega (Chair), Elhawary, Kalra, and Ward) – Labor contracts
 - g) SB 236 (Pierson) – Cosmetics: chemical hair relaxers.
 - h) SB 470 (Laird) – Bagley-Keene Open Meeting Act: teleconferencing.
 - i) SB 641 (Ashby) – Department of Consumer Affairs and Department of Real Estate: states of emergency: waivers and exemptions
9. Discussion and Possible Action on Apprenticeship Program:
 - a) Update on the June 16, 2025, and July 14, 2025, Apprentice Task Force Committee Meetings
 - b) Review and Approval of the Apprenticeship Report
10. Discussion and Possible Action on the Board's 2026 Sunset Review Report:
 - a) New Issues to be Included:
 - i. Discussion and Possible Action on School Oversight
 - ii. Discussion and Possible Action on Licensure by Endorsement
 - iii. Discussion and Possible Action on Establishing Combined Barber-Cosmo License and Manicurist-Esthetician License
 - iv. Discussion and Possible Action on Allowing Limited Liability Companies to Hold Establishment License
 - v. Discussion and Possible Action on Remedial Education and Clean-Up Language
 - b) Discussion and Possible Action on Board Action and Response from Prior Sunset Issue
11. Review and Discussion of Family Support Holds on Board Licenses
12. Discussion and Possible Action Regarding Rulemaking Proposals:
 - a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) Sections 910, 918, 919, 926, 941, 965.2, 971, 974.1, 974.2, 983 and 984 (Section 100 Technical Clean-Up)
 - b) Update Regarding Rulemaking to Amend Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)
 - c) Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)
 - d) Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprentice Training)
 - e) Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams)

- f) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)
- g) Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)
- h) Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)
- i) Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)
- j) Update Regarding Rulemaking to Amend Title 16, CCR section 998 (Hairstylist Licensing Fee)

13. Public Comment on Items Not on the Agenda

Note: The Board 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, 1125.7(a))

14. Suggestions for Future Agenda Items

15. Adjournment

Note: This meeting will be Webcast, provided there are no unforeseen technical difficulties or limitations. To view the Webcast, please visit <https://thedcapage.wordpress.com/webcasts/>. If you wish to participate or to have a guaranteed opportunity to observe, please plan to attend at a physical location. Adjournment, if it is the only item that occurs after a closed session, may not be webcast.

*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Board taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Board, but the Board President may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Board 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 accessible to the physically disabled. A person who needs disability-related accommodation, modification in order to participate in the meeting, or any other information may make a request by contacting: Monica Burris at (279) 280-8517, email: monica.burris@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.

Virtual/Teleconference instructions and information: If you would like to participate virtually via WebEx Events, you may find the instructions to connect to the meeting can be [here](#).

If you would like to join us using the website, please enter your full name and email address and use the information below:

[Click here to join the Board Meeting!](#)

Webinar number: 2483 797 2220

Webinar password: BBC811

If you would like to join us by using the phone to call in, please enter your full name and email use the following information:

If joining by phone

+1-415-655-0001 US Toll

Access code: 2483 797 2220

Passcode: 222811

Agenda Item
No. 1
No Attachments

Agenda Item

No. 2

Petition for

Reinstatement Hearings

Closed Session

Agenda Item

No. 3 - 5

No Attachments

DRAFT
California State Board
of
Barbering and Cosmetology

Board Meeting
Minutes of May 19, 2025

BOARD MEMBERS PRESENT

Tonya Fairley, President
Kellie Funk, Vice President
Anthony Bertram
Megan Ellis
Dr. Yolanda Jimenez
Colette Kavanaugh
Tamika Miller
Danielle Munoz
Calimay Pham
Steve Weeks

STAFF MEMBERS PRESENT

Kristy Underwood, Executive Officer
Carrie Harris, Deputy Executive Officer
Allison Lee, Board Project Manager
Sabina Knight, Legal Counsel
Monica Burris, Executive Analyst
Addison Beach, Chief of Enforcement
James Zimmerman, Chief of Licensing

BOARD MEMBERS ABSENT

None

1. AGENDA ITEM #1: Call to Order/ Roll Call/ Establishment of Quorum

President Tonya Fairley convened the meeting at approximately 10:00 a.m. Roll call was conducted, confirming the presence of a quorum.

2. AGENDA ITEM #2: Petition for Reinstatement Hearings

The Board held a Petition for Reinstatement Hearing for two individuals: Angelina Pedraza, who petitioned for the reinstatement of her Cosmetologist License (#KK374035), and Francisco Lemus, who sought reinstatement of his Barber License (#B85000). Following the hearings, the Board entered a Closed Session in accordance with Government Code section 11126(c)(3) to deliberate on the petitions.

3. AGENDA ITEM #3: Board President's Welcome (Tonya Fairley)

Board President Tanya Fairley welcomed attendees and introduced herself as an industry member, stylist, and salon owner. She acknowledged the presence of students and thanked the school staff for their efforts in bringing them to the meeting. She announced the appointment of Sonar Lamelly as a new public board member and noted there will be an opportunity for public comment.

4. AGENDA ITEM #4: Board Member Updates – Informational only

Steve Weeks provided remarks recognizing the efforts of staff members. He emphasized their importance in implementing board policy and acknowledged the positive operational outcomes resulting from their work. These included reductions in pending DRC appeals, response times for licensing questions and applications, and citation and fine times. He noted increased usage of the new inspections platform, improved pass rates across all license types compared to the previous year, and enhanced public outreach through social media and direct engagement. Mr. Weeks also highlighted the board's operating surplus with 14 months in reserves and commended staff for effectively regulating over 650,000 licensees and 53,000 establishments.

5. AGENDA ITEM #5: Department of Consumer Affairs (DCA) Update Which May Include Updates on DCA's Administrative Services, Human Resources, Enforcement, Information Technology, Communications and Outreach, and Legislative, Regulatory, or Policy Matters.

Kristy Underwood provided the DCA update in place of the Board and Bureau Relations representative, whose position is currently vacant. She summarized the Governor's Reorganization Plan introduced in January as part of the proposed 2025–2026 state budget. The plan includes splitting the current Business, Consumer Services, and Housing Agency into two entities: the California Housing and Homelessness Agency and the Business and Consumer Services Agency. The newly proposed Business and Consumer Services Agency would oversee the Department of Consumer Affairs and focus on licensing, enforcement, and consumer protection.

On April 4, the plan was submitted to the Little Hoover Commission, initiating a 90-day formal review period. Public hearings were held on April 23 and 24, during which the DCA Director, agency secretary, and other department leaders testified in support of the plan. The Commission is currently drafting a report with recommendations for the Governor and Legislature. If not rejected by either the Senate or Assembly within 60 days, the reorganization plan will automatically go into effect on the 61st day. If approved, the new agency structure would be created in July 2025 and become operational by July 1, 2026. Ms. Underwood stated that detailed information is available on the agency's website and affirmed the Board's support for the reorganization, highlighting its potential to enhance consumer protection.

Kristy Underwood continued with an update on the state's hybrid telework transition. She reported that on March 3, 2025, Governor Newsom issued an executive order mandating all state agencies and departments to revise their telework policies, requiring employees to increase in-office work from two to four days per week starting July 1, 2025. On March 13, 2025, the California Department of Human Resources (CalHR) released implementation guidance, including conditions under which agencies may grant exceptions to the four-day requirement. The DCA has been working with affected programs to identify additional workspace needs and is holding bi-weekly meetings with board and bureau leadership to provide updates and address questions. The transition will require adjustments for many staff members and affirmed that leadership will continue to be updated on developments. Additional details will be included in her Executive Officer Report later in the meeting.

Ms. Underwood announced the appointment of Levi Hall as the Department of Consumer Affairs' new Compliance and Equity Officer, effective April 28. In this role, Mr. Hall is responsible for leading and coordinating department-wide quality improvement efforts to ensure regulatory compliance. His oversight includes the SOLID Planning and Training Services, the Organizational Improvement Office, the Equal Employment Opportunity Office, and the Internal Audit Office. He also serves as a liaison to the department's Diversity, Equity, and Inclusion (DEI) Steering Committee. As Equity Officer, he will focus on advancing DEI and accessibility policies, training, and initiatives across all department programs. Mr. Hall brings over 12 years of experience in leading multidisciplinary teams and strategic program development, including more than nine years in EEO compliance and program management, with nearly three years at DCA. Ms. Underwood noted her professional experience with Mr. Hall and congratulated him on the new role.

Kristy Underwood concluded the DCA update by recognizing Public Service Recognition Week, observed during the first week of May. On behalf of DCA, she extended appreciation to the Board, Executive Officer, and staff for their continued hard work and commitment to consumer protection, expressing gratitude for their partnership and daily service.

6. AGENDA ITEM #6: Discussion and Possible Approval of the February 10, 2025 Board Meeting Minutes

Motion: Dr. Yolanda Jimenez moved to approve the February 10, 2025 Board Meeting Minutes. Calimay Pham seconded the motion.

Public Comment: There were no public comments received.

Roll Call Vote: Motion to approve the February 10, 2025 Board Meeting Minutes carried: 9 yes, 0 no, and 1 abstain (Danielle Munoz), per the following roll call vote:

- Committee Members voted "Yes": Tonya Fairley, Kellie Funk, Anthony Bertram, Megan Ellis, Dr. Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Calimay Pham, Steve Weeks

7. AGENDA ITEM #7: Executive Management Reports

a. Administration and Operations

Kristy Underwood reported that the Administration and Operations unit is fully staffed, welcoming Noel Cassins as the new manager. She updated on staff training and confirmed all staff will return to the office four days per week starting July 1, with additional office space secured due to downsizing. Despite some initial reluctance, staff have adapted well and maintained strong performance. Ms. Underwood also noted the budget remains strong.

b. Licensing, Examinations, and Disciplinary Review Appeals

The licensing unit is fully staffed except for one vacant manager position. Email volume remains high but manageable due to improved workflows. Examination pass rates and survey data were reviewed, with concerns noted in the apprentice program. Approximately 50% of

establishments and 36% of individual licensees report utilizing independent contractor models, consistent with previous survey trends.

Ms. Underwood reported that the Disciplinary Review Committee remains current with its caseload. The next meeting is scheduled for June in Sacramento, with a summer session planned for Southern California.

c. Enforcement, Inspections, and Cite and Fine

Ms. Underwood reported on the Enforcement unit, which currently has 20.5 positions with three vacancies. Two new managers are expected to start soon, and the unit anticipates being fully staffed within the next two to three weeks.

The first quarter complaint breakdown showed that 33% relate to health and safety issues, with 53% involving unlicensed activity. Complaint intake remains on track, with an expected total of around 5,000 complaints for the fiscal year.

Tanya Fairley asked if the 53% of complaints related to unlicensed activity represent an increase from the prior quarter. Ms. Underwood responded that she would need to review the figures further. Ms. Fairley then clarified whether unlicensed activity refers to scope-of-practice violations or unlicensed individuals and establishments. Ms. Underwood confirmed it includes both, with fewer cases related to scope-of-practice violations.

Ms. Underwood highlighted that the number of cases referred to the Attorney General so far in fiscal year 24-25 has already surpassed the totals from the previous two years. She credited this increase to the hard work of enforcement staff and the addition of special investigators who focus on practice of medicine cases and consumer harm. These cases lead to formal disciplinary actions beyond fines and citations.

There were five licenses revoked between January and March. Additionally, probation case numbers have declined largely due to the efforts of the probation monitor, who has been proactive in submitting noncompliance cases to the Attorney General for potential revocation. This has helped ensure licensees are held accountable when probation terms are not met.

In response to questions from Ms. Fairley, Carrie Harris explained that probation revocations are handled through an administrative law judge, who has 30 days post-hearing to issue a decision. After a mail vote by the Board, the decision becomes effective 30 days from the mailing date. Ms. Underwood clarified that licensees are made aware early in the process and may continue to practice during proceedings until formal action is finalized.

Ms. Underwood continued by providing updates on the School Inspections and Cite and Fine program. The inspections unit currently has two vacancies in Alameda and San Bernardino, while the cite and fine unit is fully staffed.

There are 271 approved schools, with 17 open cases under review. Data was also provided on schools participating in the extern program and their affiliated establishments.

Inspection and citation numbers have dipped slightly, due in part to staff on leave and the ongoing transition to the Mobile Inspection Project (MIP). Six inspectors are already using the new digital platform, while 11 others are undergoing training. The shift from handwritten to electronic inspections marks a significant operational change, expected to improve efficiency once fully implemented.

Finally, Ms. Underwood directed the Board's attention to the citation data, along with notices of payment requests and payment plan information included in the report for their review.

d. Outreach

Ms. Underwood gave an outreach update, commending staff for their social media efforts and highlighting the success of the Board's presence at Premiere Anaheim. This year, they were given a more visible and professional booth space on the main show floor, which significantly increased engagement with attendees.

Ms. Fairley emphasized the value of Board presence at industry events, noting that many attendees were eager to ask questions and valued direct access to accurate information, particularly regarding product and device approvals.

The Board plans to attend the Face & Body show in Santa Clara this August, which focuses on aesthetics. Additionally, Ms. Funk shared she will attend the Las Vegas International Esthetics Conference and looks forward to reporting back.

e. Strategic Plan Update

Kristy Underwood concluded with a strategic plan update, noting that the report includes only items still in progress. Completed items have been removed to streamline the update, and she anticipates more progress to report at the next meeting.

8. AGENDA ITEM #8: Discussion and Possible Action Regarding Rulemaking Proposals:

a) AB 485 (Ortega) – Labor Commissioner: unsatisfied judgments: nonpayment of wages

Ms. Underwood introduced the new format for sharing legislative bills, explaining that links were sent instead of printed copies to reduce paperwork. She also noted that a committee meeting was not held this quarter, as none of the current legislation was considered significant enough to warrant one. However, the Board still has the opportunity to take positions on bills as the legislative session progresses.

She then discussed Assembly Bill 485, which would require state agencies to deny license applications or renewals to employers with unsatisfied wage judgments. While this bill affects many industries, it could have significant fiscal impact and would require coordination with the Labor Commissioner's office to link databases. Ms. Underwood recommended the Board take a "watch" position on the bill.

Legal Counsel Sabina Knight added that the Board routinely monitors relevant legislation and only needs to take formal positions when it wants to engage with bill authors. She reassured the Board that updates will continue regardless of formal motions.

b) AB 504 (Ta) – Worker Classification: Manicurists’ employee or independent contractor

AB 504 sought to address worker classification issues specific to manicurists, aiming to resolve ongoing concerns related to AB 5. However, Ms. Underwood confirmed that the bill is not moving forward at this time. She noted that it was left on the list for reference, but staff has verified with the author’s office that the bill will not be advancing.

c) AB 625 (Nguyen) – Barbering and Cosmetology

Ms. Underwood then discussed AB 625, noting that while it remains listed, the author has confirmed it will not move forward. She stated this is good news, as the bill would have impacted the Board’s scope of practice.

d) AB 667 (Solache) – Professions and vocations: license examinations: interpreters

Kristy Underwood introduced AB 667, which would require all licensing boards to provide interpreters for licensing exams. She explained that the barbering and cosmetology already offers exams in multiple languages and provides interpreters at no cost, making it one of the few boards that already meet the bill’s proposed requirements. Steve Weeks asked whether the board restricts how often an interpreter can be used. Ms. Underwood confirmed that it does, and that interpreters must meet specific criteria. Since the bill would not affect current practices, Ms. Underwood recommended either a support or watch position. She added that previous concerns about early bill language were resolved through collaboration with the California Immigrant Policy Center.

e) AB 742 (Elhawary) – Department of Consumer Affairs: licensing: applicants who are descendants of slaves.

AB 742 is a reintroduced bill from last year that would give licensing priority to applicants who are descendants of enslaved individuals. Ms. Underwood noted that the bill is currently in Assembly Appropriations and on the suspense file due to its significant fiscal impact, which includes the creation of a new agency to administer the provisions. She recommended maintaining a watch position, consistent with the board’s approach to this legislation last year.

f) AB 1514 (Assembly Members Ortega (Chair), Elhawary, Kalra, and Ward) – Labor contracts

Ms. Underwood then introduced AB 1514, noting that while the bill is not yet in print, the Board has been formally informed that it will likely include language to exempt manicurists or extend their sunset provision. While no action is required at this time, the bill is expected to have positive implications for manicurists.

g) SB 236 (Pierson) – Cosmetics: chemical hair relaxers.

Senate Bill 236 focuses on the regulation of chemical hair relaxers by placing limitations on certain ingredients used in these products. While the bill does not directly impact the Board, it could affect licensees who use these products in their practice. If passed, the Board would disseminate information to licensees but would not be responsible for enforcement. The bill is currently in Senate Appropriations, likely under review at the time of the meeting. A watch position was recommended.

h) SB 470 (Laird) – Bagley-Keene Open Meeting Act: teleconferencing.

SB 470 would extend provisions of the Bagley-Keene Open Meeting Act to allow for hybrid public meetings. Previously, meetings had to be held in person with strict teleconference rules requiring public access to every call-in location. The bill allows hybrid meetings, enabling a majority to meet in person while others call in virtually, including virtual committee meetings. Ms. Underwood noted this is how the Board has been operating since COVID. If the bill does not pass, it would result in an estimated \$55,000 increase in annual costs. Staff recommended the Board support the bill and requested a motion to that effect.

Motion: Tonya Fairley made a motion to support Senate Bill 470. Kellie Funk seconded the motion.

Public Comment: No public comments were made regarding SB 470.

Roll Call Vote: Motion to support Senate Bill 470 carried per the following vote: 10 yes, 0 no, and 0 abstain.

- Committee Members voted “Yes”: Tonya Fairley, Kellie Funk, Anthony Bertram, Megan Ellis, Dr. Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Danielle Munoz, Calimay Pham, Steve Weeks.

i) SB 641 (Ashby) – Department of Consumer Affairs and Department of Real Estate: states of emergency: waivers and exemptions

Kristy Underwood presented SB 641, which would authorize DCA boards to waive certain licensure requirements for licensees and applicants affected by declared emergencies at the federal, state, or local level. She used the Los Angeles fires as an example, where the Governor had issued an executive order to delay renewal fees for affected individuals. The bill would shift that authority to the DCA boards, allowing more flexibility in future emergencies. Although there would be a personnel cost to implement such waivers—estimated at \$111,000—it is considered a helpful tool for supporting licensees during crises. The board staff recommended a support position.

Tonya Fairley asked about a provision in the bill requiring licensees to provide an email address. Ms. Underwood confirmed that this would apply to all licensees and expressed support for the change, noting that it would improve communication. She added that the board should request that email addresses be kept confidential to avoid mass distribution.

Steve Weeks inquired about the cost of collecting and managing email addresses. Ms. Underwood explained that most updates would occur during renewals through the Breeze system, so it wouldn't significantly increase workload.

Kellie Funk noted the bill's additional benefit of improving email outreach, and Danielle Munoz asked whether email usage parameters would need to be specified. Ms. Underwood replied that while many licensees already provide emails, there remains a significant portion who don't use or want email. However, including this requirement in the bill would help broaden the board's reach and communication efforts.

Motion: Tonya Fairley moved to support Senate Bill 641; states of emergency, waivers and exemptions. Steve Weeks seconded the motion.

Public Comment: There were no comments from the public related to SB 470.

Roll Call Vote: Motion carried per the following vote: 10 yes, 0 no, and 0 abstain.

- Committee Members voted "Yes": Tonya Fairley, Kellie Funk, Anthony Bertram, Megan Ellis, Dr. Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Danielle Munoz, Calimay Pham, Steve Weeks.

Public Comment on Agenda Item #8 in Its Entirety: Fred Jones from the Professional Beauty Federation shared an update on AB 1514. He confirmed that an agreement has been reached in principle with all key stakeholders, including the Assembly Labor Committee, which plays a central role in AB 5-related matters. He noted that while there is ongoing litigation and complexity surrounding AB 5, AB 1514 is expected to serve as the vehicle for extending the current sunset for manicurists.

Mr. Jones stated that the bill will likely allow time for further analysis—by relevant labor agencies, not this board—into labor law violations in nail salons. Depending on the findings, future outcomes could include a full extension or removal of the sunset, or potentially a permanent end to booth rental rights. He concluded by characterizing the bill as a way to "kick the can down the road" for a couple more years while those deeper issues are evaluated.

9. AGENDA ITEM #9: Report on the April 14, 2025, Enforcement and Inspections Committee Meeting

Danielle Munoz, Chair of the Enforcement and Inspections Committee, provided an update on the committee's recent meeting and recommendations. The committee met on April 14, 2025, to finalize proposed changes to the board's administrative fine schedule, with a focus on consumer safety. Most staff recommendations were accepted, but adjustments were made to fines under Sections 980.4 and 993 for consistency. Public comments largely supported increasing fines. Staff will now draft regulatory language, and a full proposal will be presented at the next board meeting. Ms. Munoz thanked committee members for their thoughtful contributions, noting that the process balanced consumer protection, industry integrity, and public input.

10. AGENDA ITEM #10: Discussion and Possible Action on Apprenticeship to be Included in the 2026 Sunset Report

Tonya Fairley opened by expressing her deep commitment to improving the program so that licensees who participate have a fair and equitable path to licensure. Kristy Underwood provided a detailed update, noting this was the second presentation of the draft report and that new content had been added to reflect recent staff investigations and findings. She explained that while the Board shares oversight of the apprenticeship program with the Division of Apprenticeship Standards (DAS), the Board has growing concerns about program integrity, tuition practices, and consumer protection.

Key issues highlighted in the report include tuition and fees being charged to apprentices, many of whom paid between \$5,000 and \$15,000 for a program that is not meant to charge tuition and lacks student protections available in traditional schools. Staff conducted interviews with 115 apprentices and recorded their tuition ranges. They also noted that none of these apprenticeship programs offer the safeguards required of Bureau for Private Postsecondary Education (BPPE) approved schools, such as refund policies or tuition recovery funds. The report also addressed the persistently low examination pass rates among apprentices, which have been a concern for years.

Another major issue involves the misuse of program sponsor approvals, with some sponsors franchising their approval to unrelated businesses that enroll students under different names and charge fees independently. These operations often mislead students into thinking they are enrolled in a Board-approved program. Ms. Underwood emphasized that while some sponsors operate responsibly, these troubling practices have become widespread. The findings will be incorporated into the Sunset Report draft scheduled to be presented at the next board meeting.

In response to Ms. Fairley's question about whether any progress has been made among the involved agencies, specifically DAS and BPPE, Ms. Underwood stated that while there have been some productive conversations—particularly with one LEA—no real action has been taken. She noted that staff continue to push forward, sending documentation and maintaining communication with the hope of prompting action.

Ms. Underwood continued by outlining concerns related to on-the-job training. She explained that apprentices are required to be 100% supervised while receiving hands-on training, yet staff routinely find apprentices left alone in establishments and providing services without supervision. This not only undermines their learning but also can result in a \$1,000 fine to the apprentice.

She noted that many apprentices bring complaints directly to the board. The board receives no revenue to support this oversight beyond the \$25 apprentice application fee. Despite this, staff dedicate significant time and resources to managing these issues. She highlighted the work of Enforcement Chief Addison and his special investigators, along with licensing staff and the leadership team, who are all heavily involved in addressing the ongoing challenges.

Daniella Munoz suggested a more public-facing outreach approach, similar to state employment informational events, to educate prospective apprentices through high schools or

community events. Ms. Underwood agreed and shared that staff are developing materials to send directly to apprentices at the time of licensing, especially given the high percentage of Spanish-speaking individuals being misled about program conditions.

Kristy Underwood emphasized that many apprentices wrongly believe they must operate as booth renters, which is illegal. Instead, they are entitled to earn a wage, yet the board has found many not being paid. Ms. Munoz asked if this could be linked to low Spanish pass rates, and Ms. Underwood confirmed the connection.

Steve Weeks inquired about the timeline for potential legislative change, and Ms. Underwood noted that recommendations would be included in the next sunset review. Tonya Fairley emphasized that during her Senate interview, officials expressed interest in strengthening the board's control over apprenticeship programs. She added that while some programs are run well and deserve recognition, the overwhelming number of violations overshadows the good ones. Until more authority is granted, the board will continue to face challenges.

Ms. Munoz asked whether strong legislation currently exists. Ms. Underwood responded that they plan to recommend legislative changes during sunset review and affirmed that drafting new legislation with an author's support would be a helpful path forward.

Regarding funding, Ms. Underwood explained that apprenticeship program sponsors can seek reimbursement for related training hours through their LEA. This funding originates from Proposition-approved educational funds. However, a recent discovery revealed an LEA paid out nearly \$20,000 to a sponsor for apprentices who may not exist or were never licensed, meaning any training completed would not count. The LEA in question has been cooperative and was unaware of the licensing requirement.

Ms. Underwood also referenced federal Workforce Innovation and Opportunity Act (WIOA) funds, which are accessible through CalJOBS. Some apprenticeship sponsors have listed their programs with tuition rates as high as \$10,000. One sponsor received funds for 33 apprentices despite having a pass rate below 40%, which she noted strays from the intent of apprenticeship programs.

Kristy Underwood explained that beyond federal funds like WIOA, there's also the Apprenticeship Innovation Fund (AIF), which is state-funded and administered through DAS. This fund, provided via grants, aims to help offset the costs of running apprenticeship programs. However, recent findings have revealed that some programs received over \$484,000 in a single year from AIF, while still charging tuition as high as \$7,500 to apprentices. There are no checks or balances on how these funds are distributed or used, which has allowed program sponsors to access multiple funding sources—including AIF, WIOA, and related training reimbursements—while continuing to charge tuition to apprentices.

Tonya Fairley expressed concern over the lack of oversight for apprenticeship program sponsors, pointing out that once a sponsor is approved, there's no further review, no fee, and no reevaluation. Ms. Underwood confirmed this is the case, acknowledging that the absence of any formal renewal or oversight process has enabled these problems to persist for years. She emphasized that the apprentices are not being adequately protected, and this systemic gap in accountability remains a major concern for the Board moving forward.

Kristy Underwood transitioned the discussion to wages and workers' compensation. She explained that when a program sponsor is approved by DAS, their apprenticeship standards require that apprentices must earn a wage. However, in interviews with 103 apprentices, they found that 52 were booth renters paying for their own on-the-job training, 27 were paid commission only, which is entirely prohibited, 17 were paid only for the services they performed, and seven said they were not paid at all because they thought they were in school.

The overall success of these apprenticeship programs is a significant concern. From 2018 to 2021, 47% of barber apprentices never even applied to take the exam, leaving their fate unknown—whether they're working unlicensed or were never real individuals in the first place. Similarly, in cosmetology, 42% of those who obtained apprentice licenses never applied to take the exam. This uncertainty raises questions about whether these apprentices gave up, switched careers, or misunderstood what was required of them.

When asked about other industries, Ms. Underwood explained that while some, like large construction companies, rely heavily on apprentices and integrate them into their workforce, the beauty industry operates differently. Many salons rely on booth rentals or independent contractors instead of directly employing apprentices. This structure, she noted, makes it less likely for apprentices to become future employees of the establishments where they're training.

Ms. Fairley added that the beauty industry is unique: it's driven by independent entrepreneurship, with apprentices often planning to open their own businesses instead of working for someone else. Ms. Underwood agreed, emphasizing that the beauty of this industry lies in its flexibility and the numerous opportunities it offers beyond the traditional employer-employee model.

Kristy Underwood acknowledged the difficulty and heartbreak staff experienced in reviewing the apprenticeship program and hearing from apprentices who were taken advantage of or caught in fraudulent programs. She posed three main questions for the Board: whether the apprenticeship program should be maintained as a pathway to licensure, whether the value of "earn while you learn" is justified given low pass rates and high tuition, and whether legislative changes should be pursued to allow better oversight and funding for the board to manage the program effectively. While she personally feels the program isn't working overall, she noted that a few programs do an excellent job and could serve as models for reform. She emphasized that the sunset report offers a golden opportunity to suggest improvements or recommend ending the program altogether.

If the program is retained, Ms. Underwood recommended several statutory changes: apprentices must be employed by a licensed establishment and earn an hourly wage; program sponsors cannot charge tuition (only for books, uniforms, or kits); program sponsors cannot franchise or loan out approvals; sponsors must verify that the establishment provides workers' compensation insurance and offers all services within the apprentice's scope of practice; apprentices cannot rent stations but must be hourly wage earners; and program sponsors must pay a fee for approval and periodic renewal. Additionally, she proposed creating a formal disciplinary process similar to what exists for licensed professionals, attaching the apprenticeship agreement to the apprentice's license to ensure clear understanding, and clarifying the board's authority to enforce these provisions directly in its code.

Ms. Underwood also responded to concerns about apprentices paying for their kits and books, noting it's common in other trades and doesn't seem unreasonable. Steve Weeks asked for clarity on what hourly wage means, and Ms. Underwood confirmed it aligns with the state or local minimum wage, whichever is higher. She closed by urging the Board to decide whether to recommend elimination or reform, and if keeping it, to adopt the proposed changes in the sunset report. She welcomed further Board discussion, public comment, and potentially convening task forces to refine recommendations before the sunset report's year-end deadline.

Tonya Fairley supported keeping the apprenticeship program, sharing her personal experience of successfully hosting apprentices through a reputable program. She acknowledged the serious problems and exploitation within some programs, which pose risks to public safety, but argued that ending the program would unfairly harm those who rely on it as an affordable training option. She urged the board to take control and make changes during the sunset review to fix the issues and better protect the public and apprentices. She also volunteered to serve on a task force, committed to making the necessary reforms.

Danielle Munoz echoed support for keeping the apprenticeship program, appreciating Ms. Fairley's experience and insight into how the program can work well. She agreed that the program shows promise and should not be eliminated, but emphasized the need for stronger legislation and greater awareness to address existing issues. Ms. Munoz also highlighted her personal focus on improving the low pass rates for Spanish-speaking candidates, noting that fixing the apprenticeship program could help with broader public safety and education concerns. She concluded by stressing the importance of ensuring there is clear recourse and support for students who have been harmed by unscrupulous programs.

Steve Weeks raised concerns about whether the apprenticeship program can ever be fully contained, noting the considerable staff time spent on this issue. Ms. Underwood responded that while initially skeptical, staff now sees potential in the program provided that there is robust oversight. She noted strong legislative and industry interest in apprenticeships. She explained that some programs skew pass rates by accepting too many apprentices and that there's no requirement to teach in Spanish, so pass rates for Spanish speakers are hard to assess. She also emphasized the need for new legislation, noting support from other states and the federal level.

Tonya Fairley highlighted a significant communication gap with DAS and how difficult it was to get basic information. Danielle Munoz framed this as a consumer protection issue, suggesting partnerships with consumer protection advocates. Ms. Underwood agreed that good programs should be supported and that a task force is needed to address issues and restructure the program. She noted that licensing fees should not cover industry fraud and that accountability for sponsors is key. Ms. Fairley added that immediate action should be taken when clear violations, like charging booth rental fees, are found. The board agreed on the need for a task force, with member Colette Kavanaugh volunteering to join. Ms. Underwood confirmed this could all be incorporated into the sunset report, which will be reviewed twice more. The consensus was to improve the program rather than abandon it, and to push for legislative changes while the political climate is supportive.

Public Comment:

Timothy Stansel, a longtime barber and apprenticeship program leader from Rancho Cucamonga, and Dwayne Anthony Houston II, a barbershop owner and former apprentice, shared their perspectives. Mr. Stansel thanked Tonya Fairley for her strong advocacy and discussed his experience training apprentices and running a solid program in San Bernardino County. He emphasized the program's role in providing jobs and opportunities, particularly for young people not pursuing college, and expressed his willingness to participate in any task force efforts.

Mr. Houston echoed this support, noting that all his successful barbers came through apprenticeship programs, which he described as more effective than traditional barber schools for training practical, hands-on skills. He called for reforms to make training more aligned with how barbers learn and to ensure oversight and accountability. Both speakers urged the board not to eliminate these programs but to strengthen them for the benefit of the industry and the community.

Shireina Allen, a celebrity hair stylist and salon owner, shared her experiences and emphasized the critical role of apprenticeship programs. She described how the practical, hands-on training she received in apprenticeship settings taught her essential sanitation and business practices that beauty colleges alone did not cover. She advocated strongly for keeping these extended education opportunities available and stressed that the board should expand, not reduce, such programs, especially for those already facing economic and personal challenges. She also concluded by noting that braiders should be required to have a license.

11. AGENDA ITEM #11: Discussion and Possible Action on School Oversight to be Included in the 2026 Sunset Report

Kristy Underwood shared that school oversight has been a longstanding concern discussed in multiple sunset reviews. Previously, the board had sole oversight of schools before BPPE was established. The board has since repeatedly requested sole oversight again during past sunset reviews, but those requests have not been successful. Ms. Underwood stated she does not believe such a request would succeed today.

She suggested that the Board could request BPPE to take on full oversight, as other boards have done. The Board would still handle health and safety inspections in schools, particularly on clinic floors. Currently, the Board doesn't require school renewals or charge fees for school approvals, placing a significant workload on their school analyst.

Tonya Fairley inquired whether they needed to make a decision on school oversight at this meeting or if it could be deferred to the next one, noting its connection to the broader apprenticeship program discussions. Ms. Underwood confirmed that it could wait and indicated she would provide further recommendations for consideration at the next meeting.

Public Comment:

Ken Williams, a school and salon owner as well as a former board member, strongly advocated for the Board to have sole oversight of beauty schools. He argued that the BPPE lacks expertise in beauty education and pointed out that California is unique in having dual

oversight, unlike other states. With 40 years in the industry and running a school established by his grandmother in 1929, he emphasized his deep commitment to protecting the industry. He submitted detailed recommendations to the Board and hoped these would be included on the next meeting agenda.

Fred Jones from the Professional Beauty Federation urged the Board to maintain a firm position advocating for sole oversight of beauty schools. He also proposed that if BPPE refuses to grant sole oversight, the Board should consider requesting a share of their substantial licensing fees. He criticized BPPE for failing to address problematic schools while burdening compliant schools with annual desk audits. Highlighting that about one-third of BPPE-licensed schools are beauty schools, he argued that BPPE is reluctant to relinquish these lucrative licensing fees. He concluded by encouraging the Board to pursue those fees if sole oversight is not granted.

Kelly Funk asked for clarification on who has been denying the Board's requests for sole oversight since 2012. Ms. Underwood explained that the requests have been part of multiple sunset reviews but have never advanced into legislation. Ms. Funk then inquired whether the BPPE might be influencing the legislature's decisions, to which Underwood responded no.

Patty Glover from Citrus College's cosmetology department explained that as a community college program, they are not regulated by BPPE except for their externship program. She noted that if the Board had full oversight of all schools, they would remain under the BPPE's regulation since they are a public school.

12. AGENDA ITEM #12: Discussion and Possible Action on Endorsement to be Included in the 2026 Sunset Report

Kristi Underwood clarified that while the memo for this agenda item includes a motion, no formal action is needed at the moment because the issue will be incorporated into the sunset review process. She explained that the change is a simple addition to the licensure by endorsement process—specifically, clarifying that a certification from another state must confirm that the licensing exam was taken and passed in the United States. This clarification will be included in the first draft of the sunset report, and the Board will have the opportunity to make a motion on it at that time.

Public Comment: Mr. Fred Jones raised a question about whether the board could ask applicants for the date of a U.S. based examination within the application process, given that the broad language of Section 7331 might allow for this without needing legislative updates.

13. AGENDA ITEM #13: Discussion and Possible Action Regarding Rulemaking Proposals:

- a. **Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) Sections 910, 918, 919, 926, 941, 965.2, 971, 974.1, 974.2, 983 and 984 (Section 100 Technical Clean-Up)**
- b. **Update Regarding Rulemaking to Amend Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)**

- c. **Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)**
- d. **Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprentice Training)**
- e. **Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams)**
- f. **Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)**
- g. **Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)**
- h. **Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)**
- i. **Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)**
- j. **Update Regarding Rulemaking to Amend Title 16, CCR Section 998 (Hairstylist Licensing Fee)**

Kristy Underwood provided an update, noting that the pre-apprentice training regulations have been finalized and will go into effect on July 1. They are currently implementing these changes, including distributing information to sponsors and apprentices and conducting staff training. Ms. Underwood said there are no decisions required for the rest of the regulatory updates, as those have already been decided by the board and are now at various stages of processing. She concluded that everything is moving forward smoothly and anticipated more updates at the next board meeting.

14. AGENDA ITEM #14: Public Comment on Items Not on the Agenda

A licensed hairstylist with 40 years of experience spoke about an ongoing issue she's facing in her building. She shared how an unlicensed lash technician started performing nail services, creating unsafe conditions for others in the building. She said she repeatedly contacted the board and provided evidence, including appointments on a booking app, but received no satisfactory response. The speaker noted that a board inspector visited the site on November 30 and confirmed the presence of unlicensed activity, but later, she was told no evidence was found. She expressed frustration that despite providing all this information, the unlicensed activity continues. Sabina Knight, the board's legal counsel, advised her to speak directly with the enforcement manager, Addison—who was present at the meeting—to address the matter more effectively.

Jaime Schrabek from Precision Nails reported that the Face and Body Expo, after decades of operation, has been canceled for 2025. Although organizers plan to return in 2026, this is uncertain. The cancellation was announced recently after the event moved from San Jose to Santa Clara.

Ken Williams noted that he has provided enough copies of his suggestions for all board members and expressed hope that they will review them and consider including them on the agenda for the next meeting.

Shireina Allen shared her experience beginning braiding at age 11 to support her family. She emphasized that although legislation exempts braiders from licensing, the industry—including braiding, barbering, and cosmetology—is growing rapidly. She stressed the importance of licensing and education for braiders, highlighting risks like traction alopecia and improper hair care, especially when dealing with relaxed hair and extensions. Ms. Allen explained that braiders need training in sanitation, chemical knowledge, and proper hair care techniques to prevent damage and the spread of scalp conditions like psoriasis. She also noted the importance of understanding how different shampoos affect hair after braid removal to avoid tangling and damage.

Doris Mosley, a cosmetologist and trichologist, supported the points made earlier by highlighting the need for licensing and education for braiders. She expressed concerns about the lack of proper training, which can result in traction alopecia and other issues, as well as the potential health hazards of synthetic hair extensions. She emphasized the importance of knowing the scalp and hair before working on it.

Ms. Mosley also urged the board to reinstate the 600 hours of practical training that was removed, as she observed firsthand that many students are lost without this hands-on experience. She stressed that passing the written test doesn't guarantee practical skills, which are critical to succeeding in the field. With over 50 years of experience, she underscored that while written exams are important, the real test begins when working directly with clients.

Kristy Underwood explained that braiding was exempted from licensure requirements due to a lawsuit unrelated to the Board. She emphasized that any change in this area would require legislation, typically not initiated by the board but possibly by the industry itself. She recommended that anyone with ideas about changing licensure requirements for braiding should contact their local assembly member or senator, noting that legislators do listen and often reach out to the board for input.

15. AGENDA ITEM #15: Suggestions for Future Agenda Items

Calimay Pham suggested that for the purpose of more productive discussion, it would be helpful to review what the board recommended during the last sunset review, along with the resulting legislative actions. She noted there was some confusion among industry members and the public about what the board supported versus what was mandated by the Legislature, and understanding that history would be particularly helpful for newer board members.

Danielle Munoz asked if the task force would be added to the next agenda. Kristy Underwood confirmed and noted that many of the same topics would return for discussion, but she encouraged board members to reach out to her at any time with additional agenda items.

16. AGENDA ITEM #16: Adjournment

There being no further business to discuss, the meeting adjourned at approximately 1:38 p.m.



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	James Zimmerman, Licensing and Operations Chief
SUBJECT	Administration and Operations Report

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
6	0

Staff Training

On July 7, 2025, the Board's managers took part in an HR Forum led by the Board's HR Liaison, Shelby Edmiston. The session covered updated human resources procedures for management and clarified expectations related to various personnel matters.

On July 14, 2025, Board of Barbering and Cosmetology staff participated in *Exceptional Customer Service* training provided by DCA's Strategic Organizational Leadership and Individual Development (SOLID) Unit. The training focused on delivering high-quality customer service, with particular emphasis on serving a highly diverse customer base.

Return to Office

Following Governor Newsom's March 3, 2025 executive order requiring California state employees to work in-office at least four days per week starting July 1, 2025, SEIU Local 1000 reached a side-letter agreement with the State that pauses the RTO mandate through July 1, 2026. As a result, the Board will revert to its previous telework arrangements, requiring staff to report to the office two days per week. The Board will maintain possession of the newly obtained office space within our building and is making seating adjustments to accommodate current and future operational needs.

Budget Projection Reports and Fund Condition

Below is the Fiscal Year (FY) 2024-25 Budget Report Expenditure Projection based on Fiscal Month (FM) 11 (May 2025). Based on these projections, the Board is expected to revert \$749,275 to the Board's Fund.

**Board of Barbering and Cosmetology
FM 11 Fiscal Year 2024/25
Projected Expenditures May 2025**

Personnel Services	ALLOTMENT	BBC Projected Expenditures	Projected Year End Balance
5100 Permanent	\$5,816,000	\$5,058,636	\$757,364
5100 Temporary	\$587,000	\$548,769	\$38,231
5105-5108 Per Diem, Overtime & Lump Sum	\$0	\$70,876	(\$70,876)
5150 Staff Benefits	\$3,485,000	\$3,180,666	\$304,334
5170 Salary Savings	\$0	\$0	\$0
Total of Personnel Services	\$9,888,000	\$8,858,947	\$1,029,053
Operating Expenses & Equipment (OE&E)	Allotment	BBC Projected Expenditures	Projected Year End Balance
5301 General Expense	\$428,000	\$180,028	\$247,972
5302 Printing	\$348,000	\$631,064	(\$283,064)
5304 Communication	\$21,000	\$35,912	(\$14,912)
5306 Postage	\$232,000	\$38,820	\$193,180
5308 Insurance	\$4,000	\$13,073	(\$9,073)
53202-204 Travel In State	\$73,000	\$70,000	\$3,000
53206-208 Travel, Out-of-State	\$0	\$1,500	(\$1,500)
5322 Training	\$11,000	\$12,140	(\$1,140)
5324 Facilities Operations	\$1,022,000	\$301,367	\$720,633
53402-53403 Attorney General, OAH, C&P Services Interdept	\$1,672,000	\$1,358,213	\$313,787
53404-53405 Consultant & Professional Svs. - External	\$1,793,000	\$2,875,785	(\$1,082,785)
5342 DCA Pro Rata	\$6,190,000	\$6,076,000	\$114,000
5342 Interagency Services	\$1,000	\$106,880	(\$105,880)
5344 Consolidated Data Center	\$68,000	\$50,936	\$17,064
5346 Information Technology	\$35,000	\$55,986	(\$20,986)
5362-5368 Equipment	\$77,000	\$404,319	(\$327,319)
5390 Other Items of Expense & Vehicles	\$43,000	\$69,711	(\$26,711)
54 Special Items and Expenses	\$0	\$16,046	(\$16,046)
Total Operating Expenses & Equipment	\$12,018,000	\$12,297,779	(\$279,779)
Total Expenses	\$21,906,000	\$21,156,725	\$749,275
Schedule Reim. Other	(\$289,000)	(\$289,000)	
Net Appropriation	\$21,617,000	\$20,867,725	\$749,275
SURPLUS/(DEFICIT)			3.47%

The figures above are estimates provided by DCA Budgets, based on recent trends and historical data. If a significant change in spending is observed, the Allotment and Projected Expenditures will be adjusted accordingly.

The analysis below projects the Board's Fund Condition to have 18.8 months of reserve for FY 2024-25. This indicates that the Board could continue operating for 18.8 months without collecting any additional revenue.

0069 - Barbering and Cosmetology Contingency Fund Analysis of Fund Condition
(Dollars in Thousands)
2025-26 Governor's Budget w FM 11 Projections

	Actuals 2023-24	CY 24-25	BY 25-26	BY +1 26-27	BY +2 27-28
BEGINNING BALANCE	\$ 24,775	\$ 11,926	\$ 38,982	\$ 36,941	\$ 34,795
Prior Year Adjustment	\$ 63	\$ -	\$ -	\$ -	\$ -
Adjusted Beginning Balance	\$ 24,838	\$ 11,926	\$ 38,982	\$ 36,941	\$ 34,795
REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
Revenues					
4121200 - Delinquent fees	\$ 1,129	\$ 1,254	\$ 1,174	\$ 1,174	\$ 1,174
4127400 - Renewal fees	\$ 11,738	\$ 12,459	\$ 13,637	\$ 13,637	\$ 13,637
4129200 - Other regulatory fees	\$ 2,041	\$ 2,475	\$ 2,126	\$ 2,126	\$ 2,126
4129400 - Other regulatory licenses and permits	\$ 5,472	\$ 5,575	\$ 5,708	\$ 5,708	\$ 5,708
4143500 - Miscellaneous Services to the Public	\$ 5	\$ 9	\$ -	\$ -	\$ -
4150500 - Interest Income from Interfund Loans	\$ -	\$ 689	\$ -	\$ -	\$ -
4163000 - Income from surplus money investments	\$ 688	\$ 1,219	\$ 119	\$ 514	\$ 472
4170400 - Capital Asset Sales Proceeds	\$ 1	\$ -	\$ -	\$ -	\$ -
4171400 - Escheat of unclaimed checks and warrants	\$ 15	\$ 29	\$ 12	\$ 12	\$ 12
4172500 - Miscellaneous revenues	\$ 7	\$ 8	\$ 8	\$ 8	\$ 8
Totals, Revenues	\$ 21,096	\$ 23,717	\$ 22,864	\$ 23,179	\$ 23,137
Loan Repayment from the General Fund (0001) to the Barbering and Cosmetology Contingent Fund (0069) per Item 1111-011-0069, Budget Act of 2020	\$ -	\$ 25,000	\$ -	\$ -	\$ -
Loan from the Barbering and Cosmetology Contingent Fund (0069) to the General Fund (0001) per Control Section 13.40, Budget Act of 2023	\$ -15,000	\$ -	\$ -	\$ -	\$ -
Totals, Transfers and Other Adjustments	\$ -15,000	\$ 25,000	\$ -	\$ -	\$ -
TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS	\$ 6,096	\$ 48,717	\$ 22,864	\$ 23,179	\$ 23,137
TOTAL RESOURCES	\$ 30,934	\$ 60,643	\$ 61,846	\$ 60,120	\$ 57,932
Expenditures:					
1111 Department of Consumer Affairs Regulatory Boards, Bureaus, Divisions (State Operations)	\$ 18,332	\$ 20,868	\$ 22,326	\$ 22,996	\$ 23,686
9892 Supplemental Pension Payments (State Operations)	\$ 360	\$ 250	\$ 250	\$ -	\$ -
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	\$ 316	\$ 543	\$ 2,329	\$ 2,329	\$ 2,329
Less funding provided by the General Fund (State Operations)	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS	\$ 19,008	\$ 21,661	\$ 24,905	\$ 25,325	\$ 26,015
FUND BALANCE	\$ 11,926	\$ 38,982	\$ 36,941	\$ 34,795	\$ 31,918
Reserve for economic uncertainties					
Months in Reserve	6.6	18.8	17.5	16.1	14.3

NOTES:

1. Assumes workload and revenue projections are realized in BY +1 and ongoing.
2. Expenditure growth projected at 3% beginning BY +1.



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	James Zimmerman, Licensing and Operations Chief
SUBJECT	Licensing, Exams, and Disciplinary Review Committee Report

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
19	1

The Board is seeking to hire one Limited Term Program Technician II, to complete our communications unit and a Permanent Term Program Technician II to replace a vacancy.

We have promoted Alexandra Geer to Staff Services Manager I in the licensing unit.

Examinations

Pass rates are down for the fourth quarter FY 24/25 compared to the same quarter the previous year. Most license types saw a decrease in passing rates.

License Type	FY23/24 Q4 Pass%	FY24/25 Q4 Pass %
Barber	57%	56%
Cosmetology	67%	63%
Esthetician	77%	78%
Manicurist	77%	77%
Electrology	67%	62%
Hairstylist	33%	75%

*Based on quarter comparison

Emails

The Board continues to receive about 150 emails a day and our response time is two business days.

Applications

The Board received 16,845 applications during the fourth quarter of FY 24/25. This was an increase of 6.4% over the third quarter of FY 24/25. The following license type saw an increase in applications; barber 14.4%, cosmetology 8.2%, electrology 20.6%, esthetician 9.5%, manicurist 3.5%. Reciprocity applicants showed growth in barber 10.1%, manicurist 9.8%, and barber apprentice applicants saw 21.3% growth. All other license types decreased in numbers.

The Board has about 1,000 applications pending daily. All applications are being processed within three to four weeks.

Establishment Applications Received

The Board has not seen an increase in establishment applications.

FY	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
21/22	1,927	1,551	1,862	1,829	7,169
22/23	1,751	1,543	1,712	2,247	7,253
23/24	2,090	1,902	2,303	2,127	8,422
24/25	2,319	1,824	2,167	2,134	8,444

Licenses Issued

The Board issued 9,924 licenses during the fourth quarter of FY 24/25. This was an increase of 14.49% from the third quarter of FY 24/25. The number of barber apprentice licenses issued increased by 40.54% and cosmetology apprentice licenses issued also increased by 3.10%.

Our current license population is 659,335.

Performance Measures**Applications Received****Quarterly Applications Received Fiscal Year 24/25**

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Personal Service Permit	19	6	11	15	51
Establishment	2,319	1,825	2,167	2,134	8,444
Mobile Unit	3	2	6	2	13
Barber					
Initial Application	1,249	1,044	1,084	1,287	4,664
Re-Exam	1,309	1,167	1,190	1,316	4,982
Sub-Total	2,558	2,211	2,274	2,603	9,646
Reciprocity	80	94	69	76	319
Apprentice	435	368	352	427	1,582
Cosmetologist					
Initial Application	3,018	2,805	2,743	3,156	11,722
Re-Exam	2,280	1,951	2,038	2,019	8,288
Sub-Total	5,298	4,756	4,781	5,175	20,010
Reciprocity	659	684	796	713	2,852
Apprentice	193	230	211	189	823
Electrologist					
Initial Application	26	28	34	37	125
Re-Exam	26	24	24	33	107
Sub-Total	52	52	58	70	232
Reciprocity	3	-	2	-	5
Apprentice	-	-	-	-	-
Esthetician					
Initial Application	2,018	1,672	1,628	1,905	7,223
Re-Exam	1,101	954	954	924	3,933
Sub-Total	3,119	2,626	2,582	2,829	11,156
Reciprocity	223	239	229	226	917
Manicurist					
Initial Application	1,420	1,366	1,358	1,404	5,548
Re-Exam	658	628	606	629	2,521
Sub-Total	2,078	1,994	1,964	2,033	8,069
Reciprocity	357	362	295	324	1,338
Hairstylist					
Initial Application	17	21	15	15	68
Re-Exam	11	10	2	-	23
Sub-Total	28	31	17	15	91
Reciprocity	20	11	14	14	59
Total	17,444	15,490	15,828	16,845	65,607

Written Exam Results

Overall re-exams have a lower pass rate than first-time test takers. Spanish pass rates for first time test takers have the lowest pass rate out of all the languages for the cosmetology and esthetician license types, Vietnamese has the lowest pass rate for first time test takers for the barber and hairstylist license type, while Korean has the lowest past rate for first time test takers for the manicurist license type.

April 1, 2025 – June 30, 2025

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	1	2	3	33%
English	560	394	954	59%
Korean	1	0	1	100%
Spanish	31	55	86	36%
Vietnamese	3	9	12	25%
Total	596	460	1,056	56%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	0%
306	594	900	34%
0	0	0	0%
37	149	186	20%
7	17	24	29%
350	761	1,111	32%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	127	52	179	71%
English	1,189	586	1,775	67%
Korean	10	3	13	77%
Spanish	43	142	185	23%
Vietnamese	105	80	185	57%
Total	1,474	863	2,337	63%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
84	85	169	50%
369	684	1,053	35%
6	10	16	38%
68	326	394	17%
45	77	122	37%
572	1,182	1,754	33%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	26	5	31	84%
English	1,138	306	1,444	79%
Korean	5	2	7	71%
Spanish	12	16	28	43%
Vietnamese	41	25	66	62%
Total	1,222	354	1,576	78%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
7	8	15	47%
284	372	656	43%
3	6	9	33%
14	20	34	41%
37	49	86	43%
345	455	800	43%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	32	7	39	82%
English	575	137	712	81%
Korean	2	4	6	33%
Spanish	34	31	65	52%
Vietnamese	446	145	591	75%
Total	1,089	324	1,413	77%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
6	4	10	60%
100	99	199	50%
2	5	7	29%
15	34	49	31%
143	178	321	45%
266	320	586	45%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	23	14	37	62%
Korean	0	0	0	0%
Spanish	0	0	0	0%
Vietnamese	0	0	0	0%
Total	23	14	37	62%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
12	16	28	43%
0	0	0	0%
0	0	0	0%
0	0	0	0%
12	18	30	40%

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	5	1	6	83%
Korean	0	0	0	0%
Spanish	0	0	0	0%
Vietnamese	1	1	2	0%
Total	6	2	8	75%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
0	2	2	0%
0	0	0	0%
0	0	0	0%
0	0	0	0%
0	2	2	0%

Written Exam Results by Educational Background**April 1, 2025 – June 30, 2025****Written Exam Results - Apprentice Program****First Time Test Takers**

License Type	Passed	Failed	Total	Pass Rate
Barber	68	92	160	43%
Cosmetologist	48	90	138	35%
Electrologist	0	0	0	0%
Total	116	182	298	39%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
82	175	257	32%
41	173	214	19%
0	0	0	0%
123	348	471	26%

Written Exam Results - Out of Country**First Time Test Takers**

License Type	Passed	Failed	Total	Pass Rate
Barber	8	35	43	19%
Cosmetologist	132	118	250	53%
Electrologist	0	4	4	0%
Esthetician	21	17	38	55%
Hairstylist	3	1	4	75%
Manicurist	40	42	82	49%
Total	204	217	421	48%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
16	61	77	21%
113	195	308	37%
2	7	9	22%
14	37	51	27%
0	2	2	0%
27	25	52	52%
172	327	499	34%

Written Exam Results - School Program**First Time Test Takers**

License Type	Passed	Failed	Total	Pass Rate
Barber	520	333	853	61%
Cosmetologist	1,294	655	1,949	66%
Electrologist	23	10	33	70%
Esthetician	1,201	337	1,538	78%
Hairstylist	3	1	4	75%
Manicurist	1,049	282	1,331	79%
Total	4,090	1,618	5,708	72%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
252	525	777	32%
418	814	1,232	34%
10	11	21	48%
331	418	749	44%
0	0	0	0%
239	295	534	45%
1,250	2,063	3,313	38%

Written Exam Results by Language by Educational Background

April 1, 2025 – June 30, 2025

Apprentice Programs By Language

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	63	78	141	45%
Korean	0	0	0	0%
Spanish	5	13	18	28%
Vietnamese	0	1	1	0%
Total	68	92	160	43%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
72	133	205	35%
0	0	0	0%
10	42	52	19%
0	0	0	0%
82	175	257	32%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	30	36	66	45%
Korean	0	0	0	0%
Spanish	18	54	72	25%
Vietnamese	0	0	0	0%
Total	48	90	138	35%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
17	43	60	28%
0	0	0	0%
24	130	154	16%
0	0	0	0%
41	173	214	19%

Out of Country Schools by Language

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	2	2	0%
English	4	15	19	21%
Korean	0	0	0	0%
Spanish	4	18	22	18%
Vietnamese	0	0	0	0%
Total	8	35	43	19%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	1	1	0%
4	14	18	22%
0	0	0	0%
12	46	58	21%
0	0	0	0%
16	61	77	21%

Out of Country Schools by Language (continued)

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	98	46	144	68%
English	19	18	37	51%
Korean	1	0	1	100%
Spanish	2	21	23	9%
Vietnamese	12	33	45	27%
Total	132	118	250	53%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
70	67	137	51%
15	26	41	37%
1	3	4	25%
12	77	89	13%
15	22	37	41%
113	195	308	37%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	0	4	4	0%
Spanish	0	0	0	0%
Total	0	4	4	0%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
2	7	9	22%
0	0	0	0%
2	7	9	22%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	13	10	23	57%
Korean	0	0	0	0%
Spanish	3	1	4	75%
Vietnamese	4	6	10	40%
Total	21	17	38	55%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
3	2	5	60%
5	25	30	17%
0	0	0	0%
1	6	7	14%
5	4	9	56%
14	37	51	27%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	4	3	7	57%
English	6	8	14	43%
Korean	0	0	0	0%
Spanish	0	4	4	0%
Vietnamese	30	27	57	53%
Total	40	42	82	49%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
2	0	2	100%
2	7	9	22%
0	0	0	0%
2	3	5	40%
21	15	36	58%
27	25	52	52%

Out of Country Schools by Language (continued)

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	3	1	4	75%
Spanish	0	0	0	0%
Total	3	1	4	75%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
0	2	2	0%
0	0	0	0%
0	2	2	0%

School Programs by Language

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	493	301	794	62%
Korean	1	0	1	100%
Spanish	22	24	46	48%
Vietnamese	3	8	11	27%
Total	520	333	853	61%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
230	447	677	34%
0	0	0	0%
15	61	76	20%
7	17	24	29%
252	525	777	32%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	29	6	35	83%
English	1,140	532	1,672	68%
Korean	9	3	12	75%
Spanish	23	67	90	26%
Vietnamese	93	47	140	66%
Total	1,294	655	1,949	66%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
14	18	32	44%
337	615	952	35%
5	7	12	42%
32	119	151	21%
30	55	85	35%
418	814	1,232	34%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
English	23	10	33	70%
Spanish	0	0	0	0%
Total	23	10	33	70%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
10	9	19	53%
0	2	2	0%
10	11	21	48%

School Programs by Language (continued)

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	25	5	30	83%
English	1,125	296	1,421	79%
Korean	5	2	7	71%
Spanish	9	15	24	38%
Vietnamese	37	19	56	66%
Total	1,201	337	1,538	78%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
4	6	10	40%
279	347	626	45%
3	6	9	33%
13	14	27	48%
32	45	77	42%
331	418	749	44%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	28	4	32	88%
English	569	129	698	82%
Korean	2	4	6	33%
Spanish	34	27	61	56%
Vietnamese	416	118	534	78%
Total	1,409	282	1,331	79%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
4	4	8	50%
98	92	190	52%
2	5	7	29%
13	31	44	30%
122	163	285	43%
239	295	534	45%

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0
English	2	0	2	100%
Vietnamese	1	1	2	50%
Total	3	1	4	75%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
0	0	0	0%
0	0	0	0%
0	0	0	0%

Licenses Issued

The total number of licenses issued increased from 8,668 to 9,924, a 14.49% increase from the last quarter.

Licenses Issued Fiscal Year 24/25

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Barber	1,106	974	844	1,013	3,937
Barber Apprentice	374	347	296	416	1,433
Cosmetologist	3,271	3,262	2,740	2,708	11,981
Cosmetologist Apprentice	166	224	161	166	717
Electrologist	34	28	19	37	118
Electrologist Apprentice	-	-	-	-	-
Esthetician	2,220	1,889	1,651	1,739	7,499
Manicurist	1,606	1,643	1,277	1,618	6,144
Hairstylist	16	20	19	16	71
Establishment	2,212	1,889	1,651	2,200	7,909
Mobile Unit	3	2	3	3	11
Personal Service Permit	12	0	7	8	37
Totals	11,020	10,245	8,668	9,924	39,857

Licenses Issued Last 5 Years

39,857 licenses have been issued in FY 24/25, an 8.6% increase from FY 23/24.

Licenses Issued Last 5 Years

License Type	FY 20/21	FY 21/22	FY 22/23	FY23/24	FY24/25
Barber	1,085	3,036	1,952	3,553	3,937
Barber Apprentice	874	1,422	1,398	1,392	1,433
Cosmetologist	3,153	6,901	6,246	9,270	11,981
Cosmetologist Apprentice	584	963	1,035	940	717
Electrologist	26	66	62	94	118
Electrologist Apprentice	-	-	-	-	-
Esthetician	2,887	7,505	7,601	7,958	7,499
Manicurist	2,065	4,581	4,350	5,597	6,144
Hairstylist	-	-	-	25	71
Establishment	6,302	6,604	6,351	7,754	7,909
Mobile Unit	8	12	11	10	11
Personal Service Permit	-	16	116	93	37
Totals	16,976	31,090	29,122	36,686	39,857

License Population

Compared to the previous quarter, the license population has increased from 655,506 to 659,335, a 0.58% increase.

License Population

License Type	License Population
Barber	42,233
Barber Apprentice	2,390
Cosmetologist	307,051
Cosmetologist Apprentice	1,299
Electrologist	1,636
Electrologist Apprentice	-
Esthetician	113,674
Manicurist	131,018
Hairstylist	92
Personal Service Permit	265
Establishment	59,598
Mobile Unit	79
Total	659,335

Survey Results

Establishments:

The Board continues to collect information regarding the type of workers within establishments. 49% of respondents report having independent contractors. This is slightly lower than last quarter’s responses of 50% reporting having independent contractors. The other 51% of respondents report these categories of employment as not applicable to their establishments.

Please mark all that are applicable to your establishment

Answered: 263 Skipped: 7



ANSWER CHOICES	RESPONSES
Have a booth renter operating in the establishment	0.00% 0
Other (please specify)	Responses 0.00% 0
Have an independent contractor operating in the establishment	49.43% 130
Not Applicable	51.71% 136
Total Respondents: 263	

Independent Licensees:

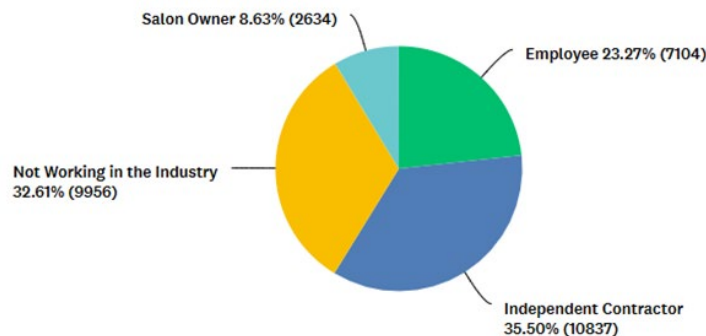
The Board received 30,531 responses to the survey of independent licensee renewals during the April through June 2025 period. An analysis of the recent quarter's data shows that employment status responses are as follows: 23.27% of the licensees identify as employees, 35.50% as independent contractors, 8.63% salon owners, and 32.61% are not working in the industry.

When looking at licensees working in California who identify as having full-time versus part-time employment, no significant difference in the type of employment can be identified. Licensees who report working full-time make up 30.13% of licensees, licensees who report working part-time make up 31.24% of licensees, and 30.70% of respondents are not working in the industry.

Of those licensees working full-time, 40.92% are independent contractors, 38.34% are employees, and 19.80% are salon owners. Of those licensees reporting working part-time 61.25% are independent contractors, 29.37% are employees, and 6.17% are salon owners.

Please indicate your Employment Identification

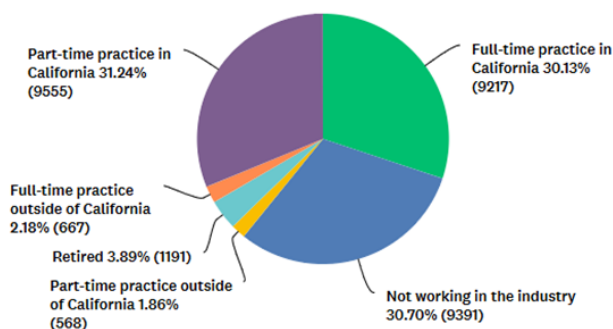
Answered: 30,531 Skipped: 175



ANSWER CHOICES	RESPONSES	
Employee	23.27%	7,104
Independent Contractor	35.50%	10,837
Not Working in the Industry	32.61%	9,956
Salon Owner	8.63%	2,634
TOTAL		30,531

Please Indicate Employment Status

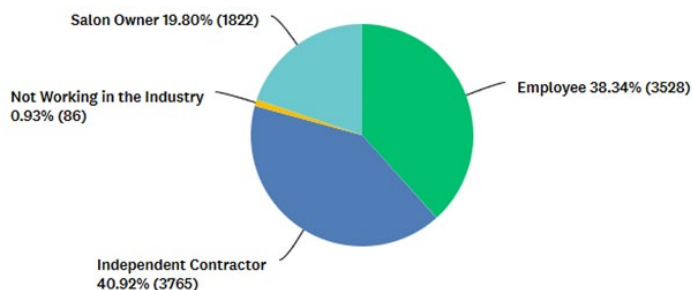
Answered: 30,589 Skipped: 117



ANSWER CHOICES	RESPONSES	
Full-time practice in California	30.13%	9,217
Not working in the industry	30.70%	9,391
Part-time practice outside of California	1.86%	568
Retired	3.89%	1,191
Full-time practice outside of California	2.18%	667
Part-time practice in California	31.24%	9,555
TOTAL		30,589

Analysis of Licensees Identified as Full-Time

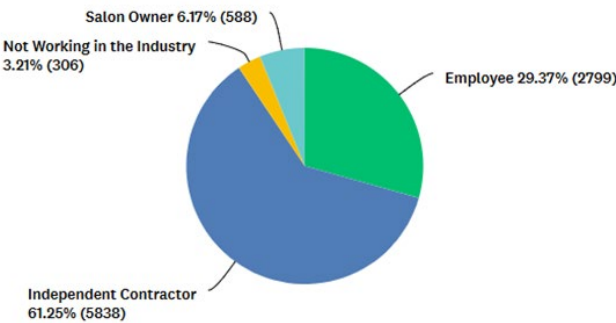
Answered: 9,201 Skipped: 16



ANSWER CHOICES	RESPONSES	
Employee	38.34%	3,528
Independent Contractor	40.92%	3,765
Not Working in the Industry	0.93%	86
Salon Owner	19.80%	1,822
TOTAL		9,201

Analysis of Licensees Identified as Part-Time

Answered: 9,531 Skipped: 24



ANSWER CHOICES	RESPONSES	
Employee	29.37%	2,799
Independent Contractor	61.25%	5,838
Not Working in the Industry	3.21%	306
Salon Owner	6.17%	588
TOTAL		9,531

Disciplinary Review Committee

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
3	0

Disciplinary Review Committee Appeals

Compared to the previous quarter, for the North, the number of appeals received has increased by 17% and the amount pending has increased by 10%. Compared to the previous quarter, for the South, the number of appeals received has decreased by 21% and the amount of pending has increased by 48%.

Disciplinary Review Committee Appeals Fiscal Year 24/25

Northern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	0	0	0	118	118
Received	22	40	24	28	114
Pending ¹	56	91	102	12	12 ²

Southern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	57	0	152	0	209
Received	88	105	86	68	348
Pending ¹	114	199	126	186	186 ²

¹Pending refers to the number of appeals received but not yet heard by DRC.

²Figure represents number of pending requests as of report date 06/30/2025.

The table below shows the number of pending appeals as of 06/30/2025.

Pending	South	North
Pending	186	12



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Addison Beach, Enforcement Chief
SUBJECT	Enforcement Unit Report

On April 1, 2025, the Board's Enforcement Unit was reorganized so all staff from Enforcement, Inspections, and Cite and Fine are in one collective unit. This resulted in Cite and Fine Managers being reclassified as Enforcement Managers, where they oversee an equal number of staff that include Complaint and Citation Analysts, Program Technicians, and Inspectors.

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
53.5	3

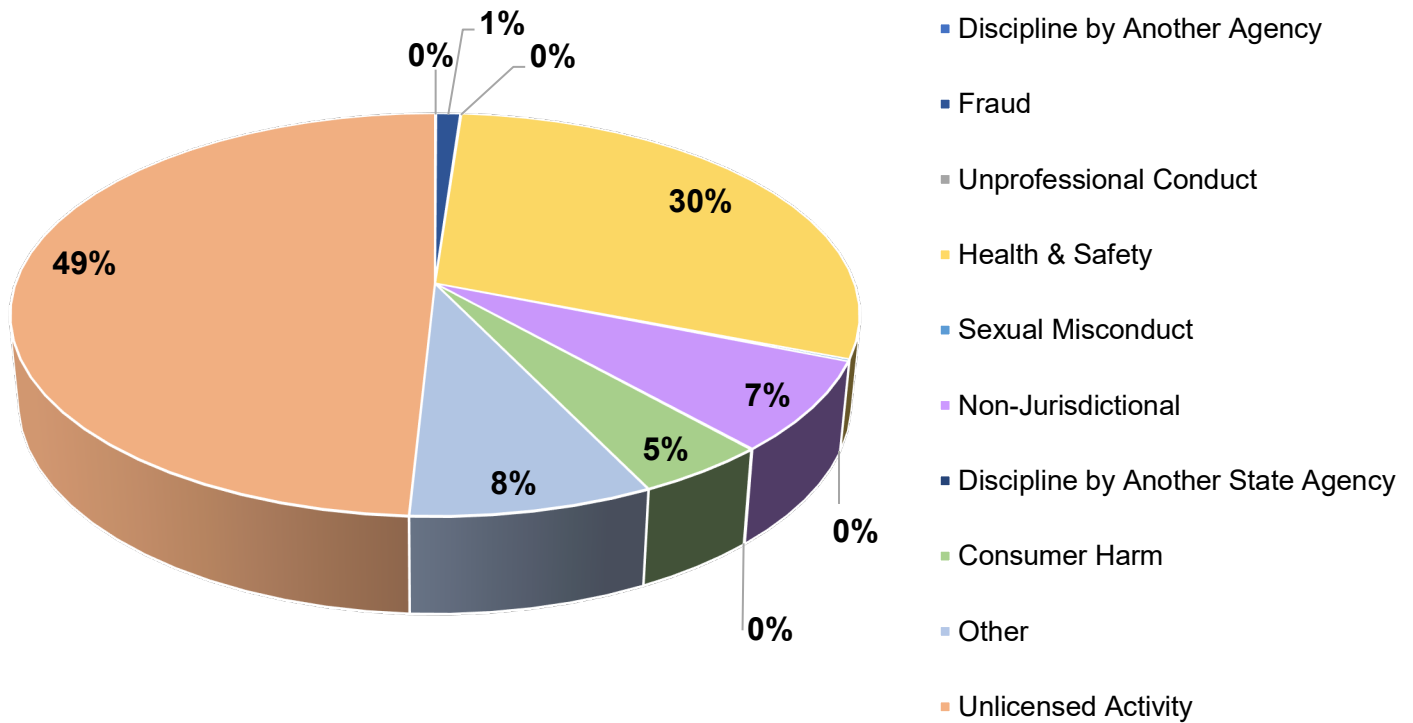
The Enforcement Unit is recruiting for two Special Investigator vacancies and one Inspector I/II vacancy.

Complaint Intake

The Board received 1,810 complaints for the fourth quarter of FY 24/25. This was an increase of 10% percent from the previous quarter where 1,633 complaints were received. The Enforcement Unit has received a total of 6,281 complaints FY 24/25. This is a 12% increase from the number of cases we received in FY 23/24, which was 5,628.

COMPLAINTS RECEIVED				
FY 2024/25				
Jul-Sept	Oct-Dec	Jan- Mar	Apr-Jun	YTD
1,520	1,318	1,633	1,810	6,281

Complaints Received by Complaint Type – April 1, 2025 – June 30, 2025



Attorney General's Office

The Board referred 15 cases to the Attorney General's Office in the fourth quarter of FY 2024/25. This is a 29% decrease from the previous quarter, where 21 cases were referred to the Attorney General's Office. The Board currently has 108 cases at the Attorney General's Office.

Probation

PROBATION CASES				
FY 2024/25				
	Jul-Sept	Oct-Dec	Jan- Mar	Apr-Jun
Active Cases	57	62	59	64
Tolled Cases	27	25	23	23
Subsequent Discipline	19	17	13	8
Immediate Suspension	3	3	1	1
Reinstatements	3	3	4	1
Total Cases	109	110	100	97

Enforcement Statistics

COMPLAINTS							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Complaints Received	5,153	5,624	1,519	1,313	1,629	1,807	6,281
Referred to DOI	59	36	1	7	1	0	9
Complaints Closed	4,052	6,741	1,147	1,128	1,367	1,688	5,330
Total Complaints Pending	2,502	1,447	1,309	1,305	1,530	1,625	1,625
Average Days to Close (Quarterly)	127	141	135	124	117	96	114

APPLICATION INVESTIGATIONS							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Received	20	4	1	5	4	3	13
Pending	54	1	3	7	6	4	4
Closed	15	8	1	3	5	7	16

ATTORNEY GENERAL							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Referred	74	83	55	37	21	15	128
Accusations Filed	43	51	22	35	29	18	104
Statement of Issues Filed	4	4	2	0	0	2	4
Total Pending Cases	73	89	111	130	130	108	108

DISCIPLINARY PROCESS							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Proposed Decisions	3	4	3	3	0	2	8
Default Decision	5	22	4	2	5	10	21
Stipulation	11	14	5	9	7	15	36

DISCIPLINARY OUTCOMES							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Revocation	8	25	4	3	5	9	21
Revoke, Stay, Probation	5	2	1	2	2	4	9
Revoke, Stay, Suspend/Prob	5	8	3	8	4	9	24
Revocation, Stay w/ Suspend	0	0	0	0	0	0	0
Probation Only	1	1	0	0	0	0	0
Suspension Only	0	0	0	0	0	0	0
Suspension & Probation	0	0	0	0	0	0	0
Suspension, Stay, Probation	0	0	0	0	0	0	0
Surrender of License	2	3	1	1	1	4	7
Public Reprimands	0	1	0	0	0	0	0
License Denied	0	1	0	0	0	1	1
Other	2	0	1	0	0	0	1
Total	23	41	10	14	12	27	63

PROBATION							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Active	97	58	57	62	59	64	64

Schools

The Board currently has 272 approved schools and 31 open school cases. In quarter four of FY 2024/25 the Board received 49 school complaints.

Externs

The chart below indicates how many schools are participating in the extern program and how many establishments externs are working in.

Extern Programs						
	2021	2022	2023	2024	2025	Total
Number of Schools	10	13	16	14	11	64
Number of Establishments	74	62	94	54	27	311

Inspections and Citations Statistics

CITATIONS							
	FY 2022/23	FY 2023/24	FY2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Establishments	3,646	3,173	1,483	1,148	1,094	673	4,398
Barber	355	319	185	121	97	69	472
Barber Apprentice	71	48	48	26	19	27	120
Cosmetologist	751	602	311	233	205	150	899
Cosmetologist Apprentice	29	14	9	7	10	4	30
Electrologist	1	1	0	0	1	0	1
Electrologist Apprentice	0	0	0	0	0	0	0
Manicurist	719	512	278	261	155	150	844
Esthetician	139	123	52	44	29	28	153
Hairstylist	0	0	0	0	0	0	0
Unlicensed Est.	364	224	63	46	51	75	235
Unlicensed Individual	299	277	115	111	90	84	400
Total	6,374	5,293	2,544	1,997	1,751	1,260	7,552

INSPECTIONS							
	FY 2022/23	FY 2023/24	FY2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	*Apr- Jun	YTD
Establishments with violations	4,868	6,263	1,102	951	804	406	3,263
Establishments without violations	1,211	1,740	371	269	211	75	926
Total	6,079	8,003	1,473	1,220	1,015	481	4,189

*Inspections updated through May 31, 2025.

Inspections

FY 2024/25	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	*May	Jun	YTD
Out of Business	154	145	172	144	98	119	132	102	76	54	28		1,224
Closed on Call	287	180	166	226	139	125	147	94	74	85	61		1,584
Total Issued	441	325	338	370	237	244	279	196	150	139	89		2,808

*Inspections updated through May 31, 2025.

Mobile Inspection Project Inspections

The chart below indicates how many inspections were conducted each month using the MIP software during field investigations.

FY 2024/25	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
Total MIP Inspections	-	-	-	-	61	120	105	166	281	229	174	400	1,536

In June, thirteen inspectors and three special investigators conducted inspections using the mobile inspection application. As of July 1, 2025, all inspections are being conducted using the mobile inspection application in the field.

During the month of June, 400 inspection reports were completed with the MIP software. This is an increase of 226 from the number of inspections completed with the mobile application in the month May which was 174. Since MIP was implemented in November 2024, the number of inspections completed using MIP has increased each month. As of June 30, 2025, 1,536 inspections have been conducted using MIP.

The longer each inspector uses the mobile inspection software, the more comfortable they become with completing inspections using an iPad. The inspectors have assisted with identifying issues or challenges with the mobile inspection application while conducting inspections in the field. This has allowed management to address these issues or challenges right away and provide support on best practices when using the mobile inspection application.

Citations

The Cite and Fine Unit is at a 13-day turnaround time frame from when an inspection is completed to when the citation is mailed out to the establishment or licensee. This is 16 days less than last quarter which was a 29-day turnaround time frame.

FY 2024/25	July 24	Aug 24	Sept 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	April 25	May 25	June 25
Number of Inspectors	18	17	16	16	16	18	18	17	17	17	17	16
Number of Inspections	1,008	827	779	840	636	619	678	582	674	570	405	550
Number of Citation Analysts	3	3	3	3	2	2	2	3	4	4	4	4
Inspection reports processed												
Closed on Call	252	102	519	305	223	104	88	188	104	80	53	127
Out of Business	73	137	303	259	257	103	53	193	91	59	30	74
No Violation	152	131	61	376	77	21	97	113	76	48	40	43
Citations Issued	760	1,046	787	710	699	979	746	453	529	483	394	376
Total Processed	1,237	1,416	1,670	1,650	1,256	1,207	984	947	800	670	517	620
Number of Days to process Citations	101	76	68	71	70	49	32	31	29	11	14	13

Request For Payment Notices

BBC is actively sending request for payment notices to establishments and individuals that have outstanding fines. First request for payment notices is sent approximately 30 days after the fine was due. Second request for payment notices are sent approximately 30 days after the first notice. Third request for payment notices are sent via certified mail approximately 30 days after the second notice. Citations for licensees that have not paid their fine in full after the third request for payment notice are sent to the Franchise Tax Board. Citations for unlicensed individuals that have not paid their fine in full after the third request for payment notice, are referred to a collection agency.

REQUEST FOR PAYMENT NOTICES SENT - FY 2024-2025					
	July-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Total
Request for Payment Notice 1	405	662	540	537	2,144
Request for Payment Notice 2	239	475	431	519	1,664
Request for Payment Notice 3	276	303	473	480	1,532
Referred to Collections*	0	237	274	380	891
Referred to FTB	491	358	191	221	1,261
Grand Total	1,411	2,035	1,909	2,137	7,492

*BBC contracted with Cedar Financial (debt collection agency) to collect outstanding fees, fines, and cost recovery from unlicensed respondents, corporations, partnerships, and LLCs. The first batch of outstanding accounts were referred to Cedar Financial on October 28, 2024.

As a result of the efforts of staff sending request for payment notice consistently and referring unpaid balances to the Franchise Tax Board and the collection agency, we reported fewer records with outstanding balances for FY 24-25 than we reported last fiscal year.

Payment Plans

Per B&P 7408.1 and CCR 974.3 the Board may enter a payment plan for citations with administrative fines that exceed five hundred dollars (\$500.00). The average fine amount for quarter 4 of fiscal year 24-25 is \$1,415.73.

Payment Plans – FY 2024-2025					
	July-September	October - December	January – March	April – June	Total
Payment Plan Requested	47	63	105	78	293
Payment Plan Developed	16	33	39	44	132
Paid in Full	1	7	9	1	18
Payment Plan Cancelled	3	8	6	16	33
Total Pending Payment Plans	45	68	92	109	109
Initial Fine Amount Total	\$64,300.00	\$93,250.00	\$135,200.00	\$151,150.00	\$151,150.00
Total Amount Paid	\$25,905.83	\$33,177.65	\$47,581.68	\$53,925.88	\$53,925.88
Current Total Balance	\$38,394.17	\$60,072.35	\$87,618.32	\$97,224.12	\$97,224.12



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Outreach Update

Outreach Events

- Highland's High School Career Fair on May 8, 2025 - Sacramento, CA
- Resource Fair at the Mexican Consulate on May 28, 2025 - Sacramento, CA
- Northern California Small Business Development Center – Beauty Boss on June 16, 2025
- LashCon October 11-12, 2025 - Anaheim, CA

List Servs

- May 9, 2025, the Board emailed Interested Parties regarding the upcoming Board Meeting.
- May 27, 2025, the Board emailed Barbers, Cosmetologists and Hairstylists for recruitment of Subject Matter Experts (SMEs).
- June 5, 2025, the Board emailed Program Sponsors regarding the Pre-Apprentice Training Course.
- June 6, 2025, the Board emailed Interested Parties regarding the upcoming Apprentice Task Force Committee Meeting.
- June 26, 2025, the Board emailed Barbers and Cosmetologists for recruitment of Expert Consultants (ECs).
- June 26, 2025, the Board emailed Program Sponsors regarding the Pre-Apprentice Training Course.
- July 1, 2025 the Board emailed Interested Parties regarding the upcoming Apprentice Task Force Committee Meeting.

- July 25, 2025, the Board emailed Interested Parties regarding Notice of New Proposed Rulemaking.
- July 31, 2025, the Board emailed Interested Parties regarding the upcoming Board Meeting.
- August 1, 2025 the Board emailed Interested Parties regarding the new Spanish Facebook page.

Social Media

Since the last Board Meeting, the Board has been focusing on posting more information for licensees, consumers, and applicants. The Board's Facebook has 23,000 followers, Instagram has 13,900 followers, X (formerly known as Twitter) has 908 followers, and Vietnamese Facebook currently has 253 followers. The Board has posted many different topics since the last Board Meeting which include, but are not limited to, topics such as self-inspection checks, California Safe Cosmetic Program (CSCP), the BarberCosmo Update, Meet the Board President, License verse Certificate, and State issued resources for those affected by the LA fires. On June 30th the 'Groom & Glow' campaign was launched. It is focused on consumers hair and skin safety for the summer months.

In addition, the Board has established another page, Junta De Barbería y Cosmetología, which is focused on providing information for Spanish speakers and was launched on August 1, 2025.

- [Vietnamese Facebook](#) - Hội Đồng Cắt Tóc và Thẩm Mỹ - California
- [Spanish Facebook](#) – Junta De Barbería y Cosmetología
- [Facebook](#) – California State Board of Barbering and Cosmetology
- [Instagram](#) - @cabarbercosmo
- [X](#) (Formerly Known as Twitter) – @ca_bbc



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Strategic Plan Update

The Board continues to work on the goals and objectives identified in the 2022-2027 Strategic Plan. The Board has participated in the following goal related activities:

- Task 2.3.3: The pre-apprentice training course went live July 1, 2025. A potential apprentice must complete the Board-offered free pre-apprentice training prior to submitting their application for an apprentice license. As of July 17, 2025, 121 users have completed the course.
- Task 4.3.3: The Mobile Inspection Application went live on November 12, 2024. As of July 1, 2025, all inspectors and special investigators are using the application in the field for all inspections. This task is complete.
- Task 6.2.6: Staff are still publishing the quarterly newsletter, *The BarberCosmo Update*. The tenth issue is expected to be published in August 2025.

Goal 2: Legislation and Regulation			
2.1	Review policies and regulations that advocate for and support consumer protection to ensure consumer safety.		
Success Measure:	Regulations and procedures are updated and current.		
Objectives/Tasks		Target Completion	CurrentStatus
2.1.3	Review and update health & safety regulations.	Q2 2025	Pending
	• Regulation updates drafted. Staff working with Reg Counsel.		
2.1.4	Update school regulation pertaining to health & safety.	Q2 2025	Pending
	• Staff reviewing schools and externships language.		
2.5	Develop regulation packages for on-going regulations that affect the industry to provide clarity on state statutes.		
Success Measure:	Updated regulations filed with OAL.		
Objectives/Tasks		Target Completion	CurrentStatus
2.5.3	Depending on board response, pursue a regulation package.	Q2 2025	Pending
Goal 5: Enforcement			
5.2	Collaborate with the Bureau of Private Post-Secondary Education (BPPE) to conduct quality school investigations, to improve the qualifications of applicants and consumer protection.		
Success Measure:	Joint inspections held.		
Objectives/Tasks		Target Completion	CurrentStatus
5.2.2	Schedule and conduct joint inspections of schools.	Q2 2025 and Ongoing	On Hold
5.3	Investigate unlicensed activity in licensed and unlicensed locations (including phone application/web-based on-demand services) to increase consumer protection.		
Success Measure:	Procedures have been updated and implemented.		
Objectives/Tasks		Target Completion	CurrentStatus
5.3.2	Create and update procedures for forwarding cases to DOI for investigation.	Q1 2023 and Ongoing	Pending
	• Met with DCA's Division of Investigation January 2023. Updating procedures.		
5.4	Explore and collaborate with industry booking platforms to require license verification to enhance consumer protection.		
Success Measure:	Met with at least one booking platform contact.		
Objectives/Tasks		Target Completion	CurrentStatus
5.4.3	Develop standardized language for contacting booking platforms.	Q2 2025	Pending

5.4.4	Attempt to hold meetings with booking platforms contact person.	Q2 2025	Pending
5.4.5	Present request for booking platforms to require license.	Q2 2025	Pending
5.5	Review probationary process and existing remedial education information to ensure remedial education procedure and communication is clear.		
Success Measure:	Report delivered to the Board.		
Objectives/Tasks		Target Completion	CurrentStatus
5.5.3	Review probationary process.	Q2 2025	Pending
5.5.4	Develop and update to the Board.	Q2 2025	Pending
5.6	Develop remedial education material to assist in probationer compliance.		
Success Measure:	Recommendation made to the Board.		
Objectives/Tasks		Target Completion	CurrentStatus
5.6.1	Review existing remedial education requirements.	Q2 2025	Pending
5.6.2	Develop materials to present to the Board.	Q2 2025	Pending
5.6.3	Make recommendation to the Board on new remedial education program for probationers.	Q3 2025	Pending
Goal 6: Outreach			
6.4	Solicit feedback from licensees on a more continuous basis to engage with licensees.		
Success Measure:	Feedback has been received; increased survey responses.		
Objectives/Tasks		Target Completion	CurrentStatus
6.4.1	Continue sending postcard surveys after inspections done and re-examine questions.	Q1 2023 and Ongoing	Pending
6.4.3	Identify topics of interest.	Q2 2023 and Ongoing	Pending
<ul style="list-style-type: none"> Reviewing and updating the postcard survey questions. Created a SurveyMonkey link for the public to complete after their interactions with the Board by email. Also exploring the option of an automated phone survey and sending surveys by mail or posting a link to the website. 			

6.4.5	Explore offering a rating of how phone calls went (CIC or Admin).	Q2 2025 and Ongoing	Pending
6.4.6	Request feedback about program area effectiveness.	Q2 2025 and Ongoing	Pending
6.4.8	Conduct a post-town hall survey on the topic addressed, desire for future events.	Q2 2025 and Ongoing	Pending
6.7	Explore within the outreach committee to create Board-specific outreach/media to expand access of information to the public and licensees.		
Success Measure:	Outreach plan has been developed and implemented.		
Objectives/Tasks		Target Completion	Current Status
6.7.4	Re-evaluate outreach plan annually.	Q2 2025 and Ongoing	Pending



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action on Proposed Bills

Legislation is amended, statuses are updated, and analyses are added frequently; thus, hyperlinks, identified in [blue, underlined text](#), are provided throughout this document to ensure Board members and the public have access to the most up-to-date information.

a) **[Assembly Bill 485 \(Ortega\) Labor Commissioner: Unsatisfied judgements: nonpayment of wages.](#)**

Version: 7/1/25

Status: 7/16/25 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 11. Noes 0.) (July 15). Re-referred to Com. on APPR.

Bill Analysis: 7/11/25 – Senate Judiciary

Hearing Date: 8/18/25

Summary: This bill proposes that any state agency issuing licenses or permits must deny new applications or renewals to employers found in violation of the unsatisfied judgment provisions for nonpayment of wages. Additionally, the Labor Commissioner is required to notify the relevant state agency overseeing the employer's license or permit upon identifying such violations.

Position: Board took a Watch position on 5/19/25.

Comments: For the Board of Barbering and Cosmetology, [AB 485](#) extends the enforcement mechanisms related to unsatisfied wage judgments to all licensed industries, including barbering and cosmetology. If a licensee under the California Board of Barbering and Cosmetology (BBC) has an unsatisfied final judgment for nonpayment of wages and fails to obtain the required surety bond, the BBC would be mandated to deny the renewal or issuance of their license. This measure strengthens compliance with wage laws within the barbering and cosmetology sectors by leveraging licensure as an enforcement tool.

Support: Santa Clara County Wage Theft Coalition (Sponsor)

Asian Law Alliance

CA Conference of Machinists

California Conference of the Amalgamated Transit Union

California Federation of Labor Unions

California Nurses Association

California State Association of Electrical Workers

California State Pipe Trades Council

California Teamsters Public Affairs Council

Engineers and Scientists of CA, IFPTE Local 20

UNITE HERE

Utility Workers Union of America

Western States Council Sheet Metal, Air, Rail and Transportation

Opposition: California Hospital Association

Fiscal Impact: \$816,000 for additional personnel. There will be an IT impact, but it is currently unknown.

b) **Assembly Bill 504 (Ta) Worker Classification: employees and independent contractors: licensed manicurists**

Version: 2/10/25

Status: 2/24/25 - Referred to Committee on Labor and Employment

Bill Analysis: None

Hearing Date: Unknown

Summary: This bill would delete the January 1, 2025, inoperative date, thereby making licensed manicurists subject to this exemption indefinitely.

Position: The Board did not take a position on 5/19/25 as the author's office confirmed the bill is not moving forward.

Comments: This bill will allow for manicurists to be exempt from the ABC test in determining if they can be an independent contractor. This bill would allow all of the Boards licensees to be treated equally in regard to their employment status.

Support: None

Opposition: None

Fiscal Impact: None

c) **Assembly Bill 625 (Nguyen) Barbering and Cosmetology**

Version: 3/4/25

Status: 4/8/25 - Hearing cancelled at the request of the author.

Bill Analysis: None

Hearing Date: Unknown

Summary: This bill would remove hairstyling from the regulatory scope of BBC, eliminating the hairstylist license and its associated education, training, and examination requirements. The bill would amend the definitions of barbering and cosmetology to exclude hairstyling services such as shampooing, curling, waving, and arranging hair, allowing unlicensed individuals to perform these services without BBC oversight. Additionally, while the bill requires hairstylists to disclose their licensure status to consumers, it eliminates state-mandated sanitation, safety, and professional standards for hairstyling services.

Position: The Board did not take a position on 5/19/25 as the author's office confirmed the bill is not moving forward.

Comments: Board staff have been notified that the author does not plan to pursue this bill at this time.

Support: None

Opposition: None

Fiscal Impact: Significant (\$1,325,000)

d) **Assembly Bill 667 (Solache) Professions and Vocations: licensing examination: interpreters**

Version: 7/8/25

Status: 7/14/25 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 8. Noes 1.) (July 14). Re-referred to Com. on APPR.

Bill Analysis: 7/13/25 – Senate Business, Professions and Economic Development

Hearing Date: 8/18/25

Summary: This bill would, beginning July 1, 2026, require certain boards under the jurisdiction of the Department of Consumer Affairs to permit an applicant who cannot read, speak, or write in English to use an interpreter to interpret the English written and oral portions of the license or certification examination, as applicable, if specified requirements are satisfied and the use of an interpreter is permitted by the terms of the contract for administration of the examination.

This bill would require an interpreter to satisfy specified requirements, including not having the license for which the applicant is taking the examination. The bill would also require those boards to post on their internet websites that an applicant may use an interpreter if they cannot read, speak, or write in English and if they meet all other requirements for licensure or certification.

This bill would require those boards to include in their licensure or certification applications a section that asks the applicant to identify their preferred language and, beginning July 1, 2027, to conduct an annual review of the language preferences of applicants. The bill would require those boards, beginning July 1, 2029 and until January 1, 2033, to annually report to specified committees of the Legislature on language preference data.

Position: Board took a Watch position on 5/19/25.

Comments: The Board currently offers examinations in English, Spanish, Korean, Vietnamese and Simplified Chinese. Applicants that speak a language in which the examination is not offered, can utilize an interpreter of their choosing.

Support: California Immigrant Policy Center (Co-Sponsor)

Economic Mobility for All Coalition (Co-Sponsor)

Immigrants Rising (Co-Sponsor)

AdvancED Consulting, LLC, Alliance for a Better Community, AltaMed Health Services, Amigos De Guadalupe Center for Justice and Empowerment, APRIL Parker Foundation, Asian Pacific Islander Small Business Collaborative, Bay Area Medical Academy, Bet Tzedek Legal Services, Binational of Central California, Buen Vecino, Building Skills Partnership California, Healthy Nail Salon Collaborative, California Primary Care Association Canal Alliance, Central Valley Immigration Integration Collaborative, Central Valley Workers, Center Centro Community Hispanic Association, Children's Institute Chinese for Affirmative Action, City Heights Community Development Corporation, CLEAN Carwash Worker Center, Democracy at Work Institute, Diversity in Health Training Institute, East Bay Sanctuary Covenant, Education and Leadership Foundation, First Gen Empower, First Graduate, Foundation for California Community Colleges, Hmong Innovating Politics, Inclusive Action for the City, Initiating Change in Our Neighborhoods Community Development Corporation, Inland Coalition for Immigrant Justice, Inland Empire Immigrant Youth Collective, Interfaith Refugee & Immigration Service, International Rescue Committee, LA Cocina, Language Access, LISC San Diego, Los Angeles Economic Equity Accelerator and Fellowship, Loyola Law School Sunita Jain Anti-Trafficking Initiative, Moreno Seeds Foundation, Multicultural Institute, National Immigration Law Center, New Mexico Immigrant Law Center, Nile Sisters Development Initiative, O Community Doulas, On the Move, ORALE: Organizing Rooted in Abolition Liberation and Empowerment, Pars Equality Center, Pre-health Dreamers, Robinson HR & Benefits, Second Harvest of Silicon Valley, Slavic Refugee and Immigrant Services Organization, Small Business Majority, Somali Family Service of San Diego, South Asian Network, Southern California College Attainment Network, Survivors of Torture, International, TODEC Legal Center, Trabajadores Unidos Workers United, UNITE-LA, Upvalley Family Centers of Napa County, Upwardly Global, Veggielution, Vision y Compromiso

Opposition: None

Fiscal Impact: None

e) **Assembly Bill 742 (Elhawary) DCA: Licensing: applicants who are descendants of slaves.**

Version: 7/2/25

Status: 7/16/25 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 11. Noes 1.) (July 15). Re-referred to Com. on APPR.

Bill Analysis: 7/11/25 – Senate Judiciary

Hearing Date: 8/18/25

Summary: This bill would require boards to expedite applications for applicants seeking licensure who are descendants of American slaves, once a process to certify descendants of American slaves is implemented, as specified. This bill would make these provisions operative only if SB 518 of the 2025–26 Regular Session is enacted establishing the Bureau for Descendants of American Slavery, and would make these provisions operative when the certification process is implemented pursuant to that measure. The bill would repeal these provisions 4 years from the date on which they become operative or on January 1, 2032, whichever is earlier.

Position: Board took a Watch position on 5/19/25.

Comments: This bill would impact the Board by requiring modifications to its application and processing systems. The Board would need to implement a method to identify applicants who qualify for prioritization, potentially requiring demographic data collection or self-identification from applicants. Since the Board does not currently track ethnicity or ancestral background, this change could necessitate system updates and additional staffing resources. Furthermore, the Board may face challenges in ensuring compliance with anti-discrimination laws while maintaining fairness in the licensure process.

Support: Greater Sacramento Urban League

Opposition: California Landscape Contractor's Association
Pacific Legal Foundation
17 Individuals

Fiscal Impact: \$284,000 plus IT costs that are currently unknown.

f) **Assembly Bill 1514 (Committee on Labor and Employment: Assembly Members Ortega (Chair), Elhawary, Kalara, and Ward) Labor Contracts**

Version: 7/2/25

Status: 7/9/25 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (July 9). Re-referred to Com. on APPR.

Bill Analysis: 7/8/25 – Senate Committee on Labor, Public Employment And Retirement

Hearing Date: 8/18/25

Summary: This bill would delete the January 1, 2025, inoperative date, and, instead, until January 1, 2029, reapply the ABC test exemption to licensed manicurists.

Recommended Position: Support

Action Needed: The Board may take a position on this bill.

Senate Bill 236 (Pierson) Cosmetics: Chemical Hair Relaxers

Version: 6/25/25

Status: 7/16/25 - From committee: Do pass as amended and re-refer to Com. on APPR. with recommendation: To consent calendar. (Ayes 12. Noes 0.) (July 15).

Bill Analysis: 7/11/25 – Assembly Judiciary

Hearing Date: N/A

Summary: This bill would prohibit any person from manufacturing, distributing, selling, or offering for sale in the state any hair relaxer product, as defined, that contains any of a specified list of intentionally added ingredients for which the Department of Toxic Substances Control has identified accepted testing methods, as specified. The bill mandates the Department of Toxic Substances Control to adopt regulations by January 1, 2030, to implement and enforce these provisions. Additionally, manufacturers of hair relaxer products would be required to register with the department by July 1, 2030, providing specified information and a registration fee.

Position: Board took a Watch position on 5/19/25.

Comments: This bill would regulate the products used by licensed professionals. This would require professionals to adjust their product selections and potentially seek alternative products that comply with the new regulations. This could necessitate new or adjusted health and safety guidelines to ensure safe and effective use of alternative products.

Furthermore, the bill's requirements for manufacturer registration and compliance may lead to changes in product availability and pricing, affecting both professionals and consumers. The Board may need to update its guidelines and inform licensees about these changes.

Support: None

Opposition: None

Fiscal Impact: Minimal to None

g) Senate Bill 470 (Laird) Bagley-Keene Open Meeting Act: teleconferencing

Version: 4/10/25

Status: 7/10/25 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 17. Noes 5.) (July 9). Re-referred to Com. on APPR.

Bill Analysis: 7/8/25 – Assembly Governmental Organization

Hearing Date: N/A

Summary: This bill proposes to amend the January 1, 2026, repeal date to January 1, 2030, regarding alternative teleconferencing provisions under the Bagley-Keene Open Meeting Act permanent.

Position: Board took a Support position on 5/19/25.

Comments: For the California Board of Barbering and Cosmetology, SB 470's enactment would provide continued flexibility in conducting meetings via teleconference. This extended repeal date would allow board members to continue to participate remotely under specified conditions, potentially increasing meeting accessibility and efficiency. It would also facilitate greater public participation by enabling stakeholders to attend meetings virtually, aligning with the board's mission to ensure consumer health and safety by promoting ethical standards and enforcing industry laws.

Support: AARP, Alzheimer's Association, California Association of Licensed Investigators, California Coalition on Family Caregiving, California Commission on Aging, California Foundation for Independent Living Centers, California Long Term Care Ombudsman Association, Disability Rights California, Family Caregiver Alliance, LeadingAge California, Little Hoover Commission

Opposition: ACLU California Action, California Broadcasters Association, California Chamber of Commerce, California Common Cause, California News Publishers Association, CCNMA: Latino Journalists of California, First Amendment Coalition, Freedom of the Press Foundation, Howard Jarvis Taxpayers Association, League of Women Voters of California, Media Guild of the West, National Press Photographers Association, Orange County Press Club, Pacific Media Workers Guild, Local 39521, Radio Television Digital News Association, Society of Professional Journalists of Northern California Chapter

Fiscal Impact: \$55,000 annually if not passed.

h) **Senate Bill 641 (Ashby) DCA-States of Emergency: Waivers and Exemptions**

Version: 4/9/25

Status: 7/8/25 - From committee: Do pass and re-refer to Com. on APPR. (Ayes 17. Noes 0.) (July 8). Re-referred to Com. on APPR.

Bill Analysis: 7/3/25 – Assembly Business and Professions

Hearing Date: N/A

Summary: This bill would authorize the Boards within DCA to waive the application of certain provisions of Board licensure requirements for licensees and applicants impacted by a declared federal, state, or local emergency or whose home or business is located in a declared disaster area, including certain examination, fee, and continuing education requirements. Additionally, it would require all applicants and licensees of the Board to provide the Board with an email address.

Position: Board took a Support position on 5/19/25.

Comments: This bill would allow the Board to increase its contact with licensees by requiring an e-mail address.

Support: California Association of Licensed Investigators
Contractors State License Board

Opposition: None

Fiscal Impact: \$111,000 for personnel to handle the initial workload.



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
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Agenda Item No. 9a



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action on Apprenticeship Programs

For the last several Board meetings the Report on the Status of the Apprenticeship Program has been discussed. At the last Board meeting it was decided to establish a task force to discuss these issues. The task force was established and met on June 16, 2025 and July 14, 2025.

Discussion from the task force have been incorporated into the Report. The Board should review the updated report and decide on the statutory changes to be requested in the Sunset Report.

Board of Barbering and Cosmetology
Report on the Status of the Apprenticeship Program
DRAFT REPORT 8-2025

The Board of Barbering and Cosmetology (Board) offers an apprenticeship program as a pathway to licensure. This program allows an individual to receive on-the-job training while also receiving classroom training. There are several components to the apprenticeship program as well as several entities that provide oversight.

Throughout the past several years, the Board has seen significant issues develop within the apprenticeship program, these are:

- Tuition and Fees
- Low Passage Rates (Especially Spanish Pass Rates)
- Training Facilities/Academies
- On the Job Training Concerns
- Funding
- Wages and Workers Compensation
- Lack of Enforcement
- Overall Success of the Program
- Board Dedicated Resources

Apprenticeships and Oversight

This report is intended to address the issues noted above, however, it is important to understand the background of apprenticeships and the oversight of the programs.

What are Apprenticeship Programs?

An Apprenticeship Program is a work-based learning model that combines paid on-the-job training with classroom instruction to prepare for skilled careers. Apprenticeships are a partnership between the industry, education, and government.

Who has Oversight?

The Apprenticeship Program has multiple agencies that play a role in the oversight of the program:

- The Board of Barbering and Cosmetology
- The Division of Apprenticeship Standards (DAS)
- Local Education Agencies (LEA)

The Board:

The Board issues an approval to a Program Sponsor to offer an Apprenticeship Program. The Apprenticeship Program must first be approved by DAS before the Board will approve it. Program Sponsors must follow the Shelley-Maloney Apprentice Labor Standards Act of 1939 which is part of

the CA Labor Code. For the Board to approve a Program Sponsor and program, the following must be provided:

- A completed application
- Proof of DAS approval
- A detailed outline of the training program
- A copy of the apprenticeship agreement

No application fee or renewal fee is required for the Program Sponsor application process.

The Board also issues a license to an apprentice. A person who enters into an agreement with an approved Program Sponsor first completes a pre-apprentice training course for basic patron protection. The apprentice then finds an establishment and a trainer that are willing to take them on as an employee and as an apprentice and provides that information to the Program Sponsor. The Program Sponsor then submits all the paperwork for the apprentice to obtain the license from the Board. The apprentice license is issued for two-years. The total requirement for an apprentice to complete a program is 3,200 hours of on-the-job training over that two-year period. The apprentice is required to work a minimum of 32-hours per week and not exceed 42 ½ hours and attend in-person classes ranging from 216-220 classroom hours, referred to as related training hours or related supplemental instruction (RSI).

Once the program is complete the apprentice can apply for the examination to become fully licensed.

During the two-year term, many changes may occur. The apprentice can change employers or trainers multiple times during the two-year program. Each of these processes, requires a form to be submitted to the Board by the Program Sponsor and a new license must be issued. The Board has no authority to charge for any of these tasks. The only fee the Board receives for all apprentice activities is the \$25.00 processing fee for the initial apprentice license.

The Division of Apprenticeship Standards:

The Division on Apprenticeship Standards (DAS) is a division within the Department of Industrial Relations. The DAS creates opportunities for Californians to obtain skills leading to gainful employment and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

The DAS carries out this mission by administering California apprenticeship law and enforcing apprenticeship standards regarding wages, hours, working conditions, and the specific skills required for state certification as a journeyman in an occupation that is appropriate for apprenticeship.

The DAS approves Program Sponsors and their programs, as well as registers apprentices.

The Local Education Agency:

A Local Education Agency (LEA) is a local entity involved in education, including but not limited to school districts, county offices of education, district funded charter schools, etc. Program Sponsors

must have an LEA that they are working with and the LEA provides some oversight of the RSI hours and the facilities where the RSI is offered.

Federal Apprenticeship Programs:

The U.S. Department of Labor also approves apprenticeship programs. This would allow a program to operate in other states. In California though, a Program Sponsor must be approved by both the Board and the DAS in order to allow an apprentice to qualify for the examination.

Apprentice Task Force:

In June 2025, the Board established a task force to provide feedback on the current issues facing the apprenticeship program. The task force consisted of:

Board Members
Board Staff
3 Approved Program Sponsors
3 Local Education Agencies
1 Licensee/Owner (Past Apprentice)

The task force held two meetings and discussed the issues presented in this report.

Review of Issues

#1 Tuition and Fees

An apprenticeship program allows an individual to earn while they learn. It is an alternative to traditional school. However, Board staff have found that apprentice programs are charging the apprentices tuition fees. Labor Code section 3091 provides, “[a]cceptance of an application for entrance into an apprenticeship training program shall not be predicated on the payment of any fee. Reasonable costs for expense incurred may be charged after an applicant has been accepted into the program.” Nonetheless, some approved programs appear to charge fees in excess of that permitted under the Labor Code, including:

- Enrollment Fee
- Registration Fee
- Attendance Records
- On the Job Training (OJT) Logs
- Tuition Fee
- Late Fees and Payment Plans with Interest on Tuition
- Penalty Fees – Apprentice being out of uniform
- Administrative Fees and Fines – Records requests and printing costs per page

Some programs are withholding completion forms for apprentices who owe money on their tuition and/or fees.

In 2022, Board staff found the fees that are charged to apprentices in various programs can range from between \$5,500 to \$20,508. These fees include tuition, books, and various other fees.

In March 2025, Board staff spoke with 115 apprentices and found the following:

- 25 apprentices stated they paid \$2,500 to \$2,800
- 7 apprentices stated they paid \$3,000 to \$3,500
- 2 apprentices stated they paid \$4,000 to \$4,500
- 28 apprentices stated they paid \$5,000 to \$5,900
- 19 apprentices stated they paid \$6,000 to \$6,500
- 22 apprentices stated they paid \$7,000 to \$7,500
- 4 apprentices stated they paid \$8,000 to \$8,500
- 5 apprentices stated they paid \$9,000 to \$9,500
- 3 apprentices stated they paid \$10,000
- 2 apprentices stated they paid \$15,000

This information was provided to both the DAS and the LEA and no action has been taken.

In July 2022, the Board, DAS, and the Bureau for Private Postsecondary Education (BPPE) authored a joint letter to all apprentices. The DAS portion of the letter stated:

At any establishment where an apprentice is employed, the apprentice is an employee who must be covered by workers' compensation insurance (Lab. Code, §§ 3351, 3700) and paid at least the applicable wage package stated in the approved apprenticeship program standards. (Cal. Code of Regs, tit. 8, § 208.) Apprentices are being trained under a learn-and-earn model and their participation should not entail significant costs, because any costs incurred by an apprentice for their training must be "reasonable." (Lab. Code, § 3091.) Training programs for which participants must pay unreasonable sums are not apprenticeships as defined in the law.

Unfortunately, there is no clear limit on what an apprenticeship program can charge and the legal standard permitting "Reasonable costs" is difficult to enforce.

Task Force Discussion

The task force brought up several concerns when they discussed charges to an apprentice. The programs that were part of the task force have a range of fees, however, they explained why some of these fees were valid. For example, an apprenticeship program is responsible for providing a physical location for the related training to take place. They also employ staff to handle the necessary paperwork and employ instructors. For a program to operate, they must charge a fee to cover their rent, salaries and any overhead.

The task force discussed several options on how to limit the amount of money an apprentice can be charged. However, the concern of establishing a limit can cause future issues. A program may grow requiring higher fees or a small program may charge a higher amount when not needed.

#2 Low Passage Rates (Especially Spanish Test Takers)

The apprentice program has struggled for years in educating individuals to meet the minimum standards of licensure. This is evident in the passage rates for each program. In a review of pass rates from 2019 to 2024, the following average pass rates were found:

License Type	Pass	Fail	Total	Pass %
Barber	947	1,630	2,577	37%
Cosmetology	1,346	2,185	3,531	32%

The apprentice program is often utilized by Spanish-speaking individuals. Based on the examination results from 2019 through 2024, 40% of apprentice cosmetology test takers are Spanish speaking, while 17% of apprentice barber test takers are Spanish speaking.

APPRENTICE SPANISH EXAMINATIONS 2024

License Type	Pass	Fail	Total	Pass %
Barber	24	59	83	29%
Cosmetology	63	229	292	22%

APPRENTICE NON-SPANISH EXAMINATIONS 2024

License Type	Pass	Fail	Total	Pass %
Barber	292	372	664	44%
Cosmetology	199	334	533	37%

There are many factors that could be attributed to the low passage rates. One significant difference between the apprentice program and traditional schools is the theory education or the classroom education. Apprenticeship programs are required to conduct related training in the classroom and the requirement is 216 hours for barber and 220 hours for cosmetology.

The theory portion of any educational program is critical to the success of an applicant. This is where the apprentice will learn the “why” of a topic as opposed to just the “how”. As the Board’s main goal is consumer protection, there is a strong need for the theory portion of the program. The Board is concerned with how safe a licensee can perform a service and not necessarily how good the service is. For example, a client may want their hair a specific shade of blonde and the licensee was not able to fulfil this request but in providing the service, professional standards were followed, and no harm was caused.

In addition to the minimal time in the classroom and the minimal time learning the technical aspect of the profession, the following are also possible contributors to low pass rates:

- Lack of oversight of the related training and no instructor requirements
- No requirement for Spanish speaking students to be provided education in Spanish
- No requirement for Spanish speaking students to have the Spanish approved textbooks
- Sponsors are franchising out their approval (See Issue #3)

- Unknown if there are any pre-admittance requirements for an apprentice that is verified by a Sponsor (i.e. 10th Grade Education)

Task Force Discussion

The task force discussed the length of the apprentice program may be too long and impacting the pass rates. Currently, an apprentice must complete 3,200 hours in a two-year period. The task force stated that often the apprentice is ready to take their exam much earlier and are required to take their examination long after their theory education is over. The task force agreed that reducing an apprenticeship program to 2,000 hours may help pass rates improve. This is the minimum required hours by the DAS and the federal minimum as well.

#3 Training Facilities/Academies

One of the most significant issues in the apprentice program is the increase of “training facilities”. These are locations that have been approved by the program’s LEA to provide the required related training (classroom theory education). Over the past several years, there have been more and more training facilities that are now operating as approved apprentice programs. These facilities claim to be a “franchise” or an “affiliate” of an approved Program Sponsor. The facilities are advertising, enrolling, contracting, and charging potential apprentices under their own business name and not under the approved Program Sponsor. In fact, most apprentices that have contracted with these training facilities have no idea who the approved Program Sponsor is. These training facilities are operating as Approved Sponsors, and many are targeting Spanish-speaking individuals.

Most of these training facilities are licensed establishments. Therefore, when the Board does an inspection there are licensed apprentices working with trainers and there are no violations. If the BPPE does an inspection to determine if it is an unlicensed school, the facility states they are affiliated with an approved Program Sponsor and are not a school.

On August 7, 2024, a letter was sent to all of the identified training facilities to advise them that they cannot operate as an approved apprentice Program Sponsor unless approved by the Board and the DAS. It is acceptable for these facilities to provide the related training, however they have no authority to advertise, enroll via a contract, or charge a fee to a potential apprentice. The Board mailed 29 letters and did not receive any responses. The Board also sent a letter to all approved Program Sponsors advising them there is no authority that allows them to franchise out their approval.

In 2024, the Board documented 76 “training facilities” listed as an RSI location for approved programs. Approximately 40% of these training facilities are enrolling their own apprentices, under their own business names and collecting monies paid by the apprentice.

Task Force Discussion

The task force believes that the issue of franchising out training facilities is a problem. Most members agreed that the Board should establish a statute that prohibits this activity. Some LEA’s have taken their own steps in no longer allowing this structure however some LEA’s continue to approve multiple training facilities. Then these facilities begin operating as an approved program.

#4 On the Job Training Concerns

An integral part of being an apprentice is to earn while you learn. An apprentice is a full-time employee who should be regularly supervised. An apprentice program for many other industries is established to hire an individual as an apprentice and then ultimately hire them once their apprenticeship is completed. In the barbering and cosmetology industry, one of the main forms of workforce is booth rental which means that often these employers are bringing on an apprentice knowing that they will only have them for a short amount of time.

Board staff is finding that, often, the apprentice is not receiving training on the job at all and is being utilized as a full-time licensed employee. The staff regularly finds:

- Apprentices left alone in establishments providing services
- No required on-the-job training logs are available
- Required on-the-job training logs are being pre-filled out
- On-the-job training logs are being completed at the end of the program as opposed to throughout the program.
- No supervision or training is being provided.

In addition, the only requirement for a trainer is that they hold a valid license and that they have no outstanding fines or formal discipline. The trainer often does not understand that they are agreeing to provide training and simply sign off to bring the apprentice on board.

Task Force Discussion

The task force discussed that there are no consequences for a trainer or establishment owner who has violated the laws and regulations of the apprenticeship program. The task force agreed with strengthening laws to hold trainers and establishment owners responsible for participation on the program.

#5 Funding

There are various opportunities for funding for apprenticeship programs. These range from federal funds and state funds that are intended to off-set the cost of administering the program. Below are examples of funding that many programs receive:

1. Reimbursement for related training hours.
A Program Sponsor can submit an invoice to their LEA and receive a reimbursement for each apprentice per hour of related training. For example: Cosmetology requires 220 hours of related training, if the reimbursement is \$9.00 an hour, the Program Sponsor can invoice their LEA 220 hours X \$9.00 = \$1,980 that would be provided to the Program Sponsor per apprentice.
2. Workforce Innovation and Opportunity Act (WIOA)
The WIOA funds are federal funds intended to off-set the cost of administering an apprentice program. WIOA funds are available via the Employment Development Department through

CalJobs training programs. For example, one program is currently listed on the CalJobs list as charging a tuition of \$10,000. This program has received this amount 33 times.

3. Apprentice Innovation Funds (AIF)

The AIF are state funds that are awarded by the DAS. A review of the DAS website shows that two programs have received AIF funds, with one of these programs receiving \$484,375.00. For this same program the Board has confirmed that they are charging \$7,500 tuition. AIF funds are awarded based on enrollment of apprentices and not the success of the program.

There are no “checks and balances” to ensure that a Program Sponsor is not receiving funds for the same apprentice that was required to pay tuition. Most importantly, there should not be tuition but regardless of how many times the Board has reported this to other entities, minimal to no action has been taken.

Some programs are receiving WIOA funds, AIF funds, related training funds and charging tuition and the apprentices never apply for the examination or fail the examination.

#6 Wages and Workers Compensation

All apprentice employers are required to provide an hourly wage to the apprentice and the establishments are required to maintain workers compensation insurance. During several interviews with licensed apprentices, the Board learned that apprentices are:

- Paid under the table
- Paid only based on the services provided
- Establishments do not have workers compensation insurance

The Board spoke to 103 apprentices who reported:

- 52 are booth renters
- 27 are paid by commission only
- 17 are paid only by the service provided
- 7 are not paid at all

The Board’s statutes and regulations have no requirements for an establishment to provide proof of insurance or proof that an apprentice is an employee receiving a hourly wage.

Task Force Discussion

The task force agreed that the Board should propose statutory changes that require the apprentice to be an employee and not a booth renter and require worker’s compensation insurance to be maintained the entire duration of the apprentice’s employment and provide proof of insurance upon request. It was discussed that establishments are obtaining workers compensation insurance but cancelling the policy after they have shown proof of obtaining it.

#7 Lack of Enforcement

In the review of the apprentice program, it appears there is an overall lack of enforcement. While multiple agencies play a role in oversight of apprenticeships, there is little to no enforcement by any other agency. Often, the Board is citing apprentices for violations that ultimately are not their fault. For example, an apprentice is subject to a \$1,000 fine if found to be working in an establishment without their trainer.

As described under issue number 8, the Board is dedicating significant resources to addressing the fraud that has taken place in the program. The Board has issued 15 Notices to Show Cause with one resulting in an appeal hearing with a Deputy Attorney General and an Administrative Law Judge. The Board currently has 9 open investigations on apprentice programs.

The DAS and the LEA's do not appear to have an enforcement component to the oversight of apprenticeships and often rely on the Board's activities to take action.

#8 Overall Success of the Program

The issues addressed in this report raise the concern regarding the overall success of the program. In a review of the data, it was found that very few individuals that receive an apprentice license ever apply for the examination.

From 2018 to 2021, 47% of individuals that received a barber apprentice license, never applied for the examination.

BARBERS	2018	2019	2020	2021
Apprentice Licenses Issued	882	804	764	1224
# That Applied for Exam	432	377	436	689
# That Never Applied for Exam	450 (51%)	427 (53%)	328 (43%)	535 (44%)

From 2018 to 2021, 42% of individuals that received a cosmetology apprentice license, never applied for the examination.

COSMOTOLOGY	2018	2019	2020	2021
Apprentice Licenses Issued	725	771	533	788
# That Applied for Exam	394	402	350	499
# That Never Applied for Exam	331 (46%)	369 (48%)	183 (34%)	289 (37%)

Task Force Discussion

As noted under item 2, one area that the task forces discussed is the length of the apprentice program. The Board currently requires 3,200 hours (which is a two-year license). Task force members brought up that apprentices are ready to test earlier in their program but due to the required length are often not prepared for the examination. The DAS requires an apprentice program be a

minimum of 2,000 hours. Task force members believed reducing the hours could increase the success of the program.

#9 Board Dedicated Resources

The Board must dedicate a significant number of staff to address the apprentice program. The Board currently has 51 complaint cases under investigation. There is one full-time Special Investigator that handles these investigations. The Board has 2 full time staff dedicated to the licensing functions of the program. In addition, one manager, the Deputy Executive Officer and the Executive Officer are dedicating 50%-90% of their time to dealing with apprentice program issues.

Statutory Recommendations to be Requested via the Board's Sunset Report

- Clearly state that an apprentice is an employee (paid via a W-2) who must earn an hourly wage and cannot be a booth renter or be compensated only by commission.
- Establish a process for the review and approval of new Program Sponsors including an initial application and renewal fee.
 - ✓ State that an approved program can only utilize one LEA.
 - ✓ State that all approved programs must be within 60 miles of their LEA.
 - ✓ Require Program Sponsors to have all related training locations approved by the Board and the Board must always have a list of current locations.
 - ✓ Require a Program Sponsor to be approved to teach in multiple languages.
 - ✓ Approved programs must hold committee meetings on a quarterly basis and include the Board, DAS and the LEA.
 - ✓ State that approved Program Sponsors must maintain OJT logs with daily activities and make them available upon request of the Board.
- An approved Program Sponsor cannot franchise, sponsor or in any way share their approval.
- All enrollments in the apprentice program must be between the approved Program Sponsor and the apprentice.
- Establishments employing apprentices must offer all services within the scope of practice.
- Establishments must maintain worker's compensation insurance for the entire time an apprentice is employed and must provide the Board proof of insurance upon request.
- Establish a formal disciplinary process for enforcement of Program Sponsors including the option to suspend new enrollments if violations are found.
- Establish a fee for the maintenance transactions (transfers, discontinuances).
- Establish a process where if a trainer is in violation of the apprenticeship program (i.e. not completing proper OJT logs, leaving the apprentice to work alone) they are no longer able to serve as a trainer for 5 years.
- Establish a process where if an employer (establishment) who is in violation of the apprentice laws (no workers compensation, allowing for booth rent, allowing the apprentice to work alone) is no longer able to have an apprentice within the establishment for 5 years.



MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Discussion and Possible Action on the Board's 2026 Sunset Report

Enclosed in your Board packet are two main sections of the Board's 2026 Sunset Report for review, discussion and approval:

a) New Issues

This section of the sunset report allows the Bard to bring any new issues to the legislature.

The issues being proposed are:

- School Oversight
- Licensure by Endorsement
- Combined Programs
- Limited Liability Companies
- Remedial Education Clean-up

b) Response to Prior Sunset

This section requires the Board to provide an update on all prior issues raised by the legislature in the last sunset review.

Action:

The Board should review both of these reports in detail and discuss any concerns. Should the Board have no significant changes, they may wish to make a motion to approve these sections on the report.

Note: The Board's full Sunset Report will be provided at the November 17, 2025 board meeting.

Section 10 – New Issues

This is the opportunity for the Board to inform the Committees of solutions to issues identified by the Board and by the Committees. Provide a short discussion of each of the outstanding issues, and the Board's recommendation for action that could be taken by the Board, by DCA or by the Legislature to resolve these issues (i.e., policy direction, budget changes, and legislative changes) for each of the following:

- Issues raised under prior Sunset Review that have not been addressed.
- New issues identified by the Board in this report.
- New issues not previously discussed in this report.
- New issues raised by the Committees.

1. Oversight of Schools

Discussion

The BBC shares oversight of barbering and cosmetology schools with the Bureau for Private and Postsecondary Education (BPPE), both having statutory authority to approve schools as a legal condition for them to operate. The BBC's oversight is limited to:

- Approval of the curriculum.
- Approval of the facility, including square footage and equipment.
- Ensuring health and safety laws and regulations are followed within the school to protect consumers.

The BBC completes its mandate by reviewing and approving initial school applications, conducting initial inspections prior to approval, and conducting routine inspections. A school is not required to renew their approval, although BBC may revoke their approval, and approved schools do not pay an application fee to the BBC.

In addition to the review and approval of a new school application, the BBC also provides schools with their pass/fail rates on a quarterly basis. This information is needed for schools to maintain their accreditation status.

The BBC also receives various applications for schools, such as adding or removing a course, updating the authorized personnel, and updating the school contact information. These changes do not have a processing fee.

The BBC has limited authority regarding enforcement. Business and Professions Code section 7313(b) states that: "To ensure compliance with health and safety requirements adopted by the board, the executive officer and authorized representatives shall, except as provided in Section 159.5, have access to, and shall inspect the premises of, all schools in which the practice of

barbering, cosmetology, or electrolysis is performed on the public. Notices of violation shall be issued to schools for violations of regulations governing conditions related to the health and safety of patrons. Each notice shall specify the section violated and a timespan within which the violation must be corrected. A copy of the notice of violation shall be provided to the Bureau for Private Postsecondary Education.”

This section limits the BBC’s authority to protecting the public who may patronize a school for services. However, the BBC often receives complaints alleging a school is selling hours and producing fraudulent Proof of Training documents (a BBC-required document that is required for examination admittance). For the BBC to properly investigate these allegations, increased authority is necessary.

The BBC is also mandated to share information with the Bureau for Private and Postsecondary Education (BPPE), specifically BPC section 7313 (b) requires any notice of violation issued by the BBC to be provided to the BPPE. However, the BPPE has no such reciprocal requirement to share information with the BBC. The BPPE has the authority to issue a citation to an unlicensed school, but the BBC does not. There is a significant threat to consumer safety if an unapproved school is offering services to consumers, however, the BBC is not informed by the BPPE when a citation or formal discipline is issued.

Legislative Request

Amend BPC section 7313(b):

To ensure compliance with all requirements set forth by this chapter and any regulations pertaining to the operation of approved schools ~~health and safety requirements adopted by the board,~~ the executive officer and authorized representatives shall, except as provided in Section 159.5, have access to, and shall inspect the premises of, all schools. ~~in which the practice of barbering, cosmetology, or electrolysis is performed on the public.~~ Notices of violation shall be issued to schools for violations of regulations governing conditions related to the health and safety of patrons. Each notice shall specify the section violated and a timespan within which the violation must be corrected. A copy of the notice of violation shall be provided to the Bureau for Private Postsecondary Education.

Amend BPC section 7362

- (a) A school approved by the Board is one that is first approved by the Board and subsequently approved by the Bureau for Private Postsecondary Education or is a public school in this state and provides a course of instruction approved by the board. However, notwithstanding any other law, both the board and the Bureau for Private Postsecondary Education may simultaneously process a school’s application for approval.
- (b) Any person, firm, or corporation desiring to operate a school shall make an application to the Board for a license accompanied by the fee prescribed by this chapter. The application shall be required whether the person, firm, or corporation is operating a new school or obtaining ownership of an existing school. The applicant, if an individual, or each officer, director, and partner, if the applicant is other than an individual, shall not have committed acts or crimes which are grounds for denial of licensure in effect at the time the new application is submitted

pursuant to Section 480. An approval issued pursuant to this section shall authorize the operation of the school only at the location for which the approval is issued.

- (c) (b) Notwithstanding any other law, the Board may revoke, suspend, or deny approval of a school, in a proceeding that shall be conducted in accordance with Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code, when an owner or employee of the school has engaged in any of the acts specified in paragraphs (1) to (8), inclusive.

Add section 7425.1 Fee:

The amounts of the fees payable under this chapter relating to approval of barbering, cosmetology and Electrology schools are as follows:

- (a) The application and initial approval fee shall not be more than two-hundred fifty dollars (\$250).
(b) The renewal fee shall not be more than two-hundred fifty dollars (\$250).

Amend BPC:

To require the BPPE provide notice of citations and formal discipline to the Board.

2. Licensure by Endorsement

Discussion

Business and Professions Code section 7331 allows the BBC to issue a license to an individual who holds a valid license in another state. An individual must request a license certification from their state and that certification is provided to the BBC directly from the licensing state. In recent months, the BBC has been working with multiple states on addressing fraud in the industry. One area of concern is that individuals are submitting fraudulent records to other states, obtaining a license and then transferring that license to California. It is believed that these individuals are doing this to circumvent taking the minimal competency examination.

Failure to ensure that an individual meets the competency requirements places California consumers at risk of harm. In order to ensure consumer safety, proof of an examination from a U.S. state or territory should be required.

Legislative Request

Amend section 7331:

The Board shall grant a license to practice to an applicant if the applicant submits all of the following to the Board:

- (a) A completed application form and all fees required by the Board.
(b) Proof of a current license issued by another state to practice that meets both of the following requirements:
(1) It is not revoked, suspended, or otherwise restricted.
(2) It is in good standing.

(3) Date that the licensure examination was passed in the initial issuing state or territory.

3. Oversight of Apprenticeship Programs

Pending Final BBC Decision

4. Establishing Combined License Types for Barber/Cosmo and Mani/Esti

Discussion

On January 1, 2022, SB 803 was enacted, which made improvements in reducing the barriers to entry into the barbering and cosmetology professions. These changes reduced the number of hours required to be completed at an approved school to qualify for the examinations.

The BBC has recently seen an increase in individuals who wish to hold multiple licenses. Most common is holding both a manicuring and esthetic license, however, the BBC has also seen an increase in individuals that want to hold a barber and a cosmetology license. To obtain both licenses, an individual must re-enroll in an approved school and complete additional hours and apply and pass the examination.

The BBC currently has 23,061 individuals who hold both a manicuring and esthetic license and 5,033 individuals who hold both a barber and cosmetology license. The BBC believes this trend will only increase as manicurists and barbers want to perform waxing services and cosmetologists want to provide beard services.

Other states are already offering combined programs:

- Alabama and Texas both have a manicuring/esthetic license.
- Iowa and Utah both have a cosmetology/barber license.
- Florida offers a specialist registration that combines skin care and nail care.

Creating a combined license will allow an individual to attend school once, apply and take one examination, and obtain one license.

Legislative Request

Add section 7320.6:

The Board shall admit to the examination for a license as a barber/cosmetologist to practice both barbering and cosmetology, any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in barbering/cosmetology from a school approved by the Board.

(2) Practiced barbering and cosmetology as defined in this chapter outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in barbering/cosmetology from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1) of this subdivision.

Add section 7326.1:

The Board shall admit to examination for a license as a manicurist/esthetician to practice nail care and skin care, any person who has made application to the board in proper form, paid the fee required by this chapter, and is qualified as follows:

(a) Is not less than 17 years of age.

(b) Has completed the 10th grade in the public schools of this state or its equivalent.

(c) Is not subject to denial pursuant to Section 480.

(d) Has done any of the following:

(1) Completed a course in manicuring/esthetics from a school approved by the board.

(2) Practiced nail care and skin care, as defined in this chapter, outside of this state for a period of time equivalent to the study and training of a qualified person who has completed a course in nail care from a school the curriculum of which complied with requirements adopted by the board. Each three months of practice shall be deemed the equivalent of 100 hours of training for qualification under paragraph (1).

Add section 7366.1:

(a) A course in a combined barbering or cosmetology established by a school shall consist of not less than 1,400 hours of practical and technical instruction in the practice of both barbering and cosmetology

(b) The curriculum for a combined barbering/cosmetology course shall, at a minimum, include technical and practical instruction in the following areas:

(1) One hundred hours in health and safety, which includes hazardous substances, chemical safety, safety data sheets, protection from hazardous chemicals, preventing chemical injuries, health and safety laws and regulations, and preventing communicable diseases.

(2) One hundred hours in disinfection and sanitation, which includes disinfection procedures to protect the health and safety of consumers as well as the technician and proper disinfection procedures for equipment used in establishments.

(3) (A) Two hundred hours in chemical hair services, which includes coloring, straightening, waving, bleaching, hair analysis, predisposition and strand tests, safety precautions, formula mixing, and the use of dye removers.

(B) Instruction in chemical hair services shall include instruction regarding the provision of services to individuals with all hair types and textures, including, but not limited to, various curl or wave patterns, hair strand thicknesses, and volumes of hair.

(4) (A) Two hundred hours in hairstyling services, which includes arranging, blow drying, cleansing, curling, dressing, hair analysis, shampooing, waving, and nonchemical straightening, and hair cutting, including the use of shears, razors, electrical clippers and trimmers, and thinning shears, for wet and dry cutting.

(B) Instruction in hairstyling services shall include instruction regarding the provision of services to individuals with all hair types and textures, including, but not limited to, various curl or wave patterns, hair strand thicknesses, and volumes of hair.

(5) Two hundred hours in shaving and trimming of the beard, which includes preparing the client's hair for shaving, assessing the condition of the client's skin, performing shaving techniques, applying aftershave antiseptic following facial services, and massaging the face and rolling cream massages.

(6) One hundred fifty hours in skin care services, which includes chemical and manual facials and massaging, stimulating, exfoliating, cleansing, or beautifying the face, scalp, neck, or body by the use of hands, esthetic devices, cosmetic products, antiseptics, lotions, tonics, or creams that do not result in the ablation or destruction of the live tissue.

(7) Fifty hours in hair removal and lash and brow beautification, which includes tinting and perming eyelashes and brows and applying eyelashes to any person, and includes removing superfluous hair from the body of any person by use of depilatories, tweezers, sugaring, nonprescription chemicals, or waxing, or by the use of devices and appliances of any kind or description, except by the use of lasers or light waves, which are commonly known as rays.

(8) One hundred hours in manicure and pedicure, which includes water and oil manicures, hand and arm massage, foot and ankle massage, nail analysis, and artificial nail services, including, but not limited to, acrylic, liquid and powder brush-ons, dip, tips, wraps, and repairs.

Esthetics/Manicuring

(a) A combined course in skin care and nail care established by a school shall consist of not less than 800 hours of practical and technical instruction.

(b) The curriculum for a skin care course shall, at a minimum, include technical and practical instruction in the following areas:

(1) One hundred hours in health and safety, which includes hazardous substances, chemical safety, safety data sheets, protection from hazardous chemicals, preventing chemical injuries, health and safety laws and regulations, and preventing communicable diseases.

(2) One hundred hours in disinfection and sanitation, which includes disinfection procedures to protect the health and safety of consumers as well as the technician and proper disinfection procedures for equipment used in establishments.

(3) Three hundred fifty hours in skin care, which includes chemical and manual facials and massaging, stimulating, exfoliating, cleansing, or beautifying the face, scalp, neck, or body by the use of hands, esthetic devices, cosmetic products, antiseptics, lotions, tonics, or creams that do not result in the ablation or destruction of the live tissue.

(4) Fifty hours in hair removal and lash and brow beautification, which includes tinting and perming eyelashes and brows and applying eyelashes to any person and includes removing superfluous hair from the body of any person by use of depilatories, tweezers, sugaring, nonprescription chemicals, or waxing, or by the use of devices and appliances of any kind or description, except by the use of lasers or light waves, which are commonly known as rays.

(5) One hundred fifty hours in manicure and pedicure, which includes water and oil manicures, hand and arm massage, complete pedicures, foot and ankle massage, nail analysis, nail repairs, and application of artificial nails, liquid, gel, powder brush-ons, dip, nail tips, and wraps.

Amend section 7423 to add:

(d) (1) A barber/cosmetology application and examination fee shall be the actual cost to the Board for developing, purchasing, grading, and administering the examination.

(2) A barber/cosmetology initial license fee shall be not more than fifty dollars (\$50).

(d) (1) A manicuring/esthetics application and examination fee shall be the actual cost to the board for developing, purchasing, grading, and administering the examination.

(2) A manicuring/esthetic initial license fee shall be not more than fifty dollars (\$50).

5. Limited Liability Companies

Discussion

The BBC has historically issued establishment licenses to Limited Liability Companies (LLC's); however, current statute is not clear if this business structure is allowed. The BBC has not experienced any concerns in the past with LLCs holding an establishment license and has determined that other Boards/Bureaus currently allow LLCs to hold a business license.

In addition, the Board also issues establishment license to formally established partnerships.

Legislative Request

Amend section 7347:

(a) Any person, firm, partnership, limited liability company or corporation desiring to operate an establishment shall make an application to the Board for a license accompanied by the fee prescribed by this chapter. The application shall be required whether the person, firm, partnership, limited liability company or corporation is operating a new establishment or obtaining ownership of an existing establishment. The application shall include a signed acknowledgment that the applicant understands that establishments are responsible for compliance with any applicable labor laws of the state and that the applicant understands the informational materials on basic labor laws, as specified in Section 7314.3, the applicant is provided by the board with the application. Every electronic application to renew a license shall include a signed acknowledgment that the renewal applicant understands that establishments are responsible for compliance with any applicable labor laws of the state and that the applicant understands the informational materials on basic labor laws, as specified in Section 7314.3, that the renewal applicant is provided by the Board with the renewal application. If the applicant is obtaining ownership of an existing establishment, the Board may establish the fee in an amount less than the fee prescribed by this chapter. The applicant, if an individual, or each officer, director, and

partner, if the applicant is other than an individual, shall not have committed acts or crimes which are grounds for denial of licensure in effect at the time the new application is submitted pursuant to Section 480. A license issued pursuant to this section shall authorize the operation of the establishment only at the location for which the license is issued. Operation of the establishment at any other location shall be unlawful unless a license for the new location has been obtained upon compliance with this section, applicable to the issuance of a license in the first instance.

(b) The amendments made to this section by the act adding this subdivision shall become operative on July 1, 2017.

6. Remedial Education Clean-Up

Discussion

On January 1, 2024, SB 384 was enacted, which allowed the BBC to establish a remedial education program in lieu of a first offense of a health and safety violation. During the implementation process, the BBC determined that clean-up language would establish a process that is more user-friendly and cost-effective.

Current language states that the remedial education will be “Board-offered”. This prevents the BBC from working with an outside vendor to establish a remedial program that would be less costly to an individual.

Legislative Request

Amend section 7407.1(b):

(b) (1) The Board shall establish by regulation a Board-approved remedial education program, in lieu of a first offense of a health and safety violation.

Section 9 – Board Action and Response to Prior Sunset Issues

Include the following:

- Background information concerning the issue as it pertains to the Board.
- Short discussion of recommendations made by the Committees during prior sunset review.
- What action the Board took in response to the recommendation or findings made under prior sunset review.
- Any recommendations the Board has for dealing with the issue, if appropriate.

1. (BOARD COMPOSITION) Does BBC's composition need to be updated?

Committee Staff Recommendation: The Committees should work with the BBC and the appointing authorities to determine how to best ensure diversity in perspective and broad representation among professional members appropriately reflect the beautification services industry.

Update: As a result of the BBC's last sunset review, changes were made to the BBC's composition which stated that each of the licensing categories under the Board shall have a designated seat. The Board currently has a member that represents cosmetologists, barbers, electrologists, estheticians, and manicurists. The Board currently has one vacant industry position for an establishment owner and one vacant public member. This composition of the BBC has been extremely beneficial as each member is able to provide their unique industry perspective to protect consumers.

2. (REGULATIONS) As an entity within the DCA organization, BBC is required to follow certain DCA-established processes to promulgate regulations. What is the current timeframe for BBC regulatory packages to be approved and finalized.

Committee Staff Recommendation: BBC should provide the Committees with an update on pending regulations and the current timeframes for regulatory packages. In addition, the BBC should inform the Committees of any achieved efficiencies in promulgating regulations in recent years.

Update: The BBC has promulgated several regulatory packages since the last sunset review. Below is a chart that displays each regulatory package, when it was initiated, and the timeline for completion:

Topic	Start Date	Status
AB 2138 Substantial Relationship & Rehab Criteria	05/18/2019	Approved by OAL on 06/09/2021, Effective on 06/09/2021.
Personal Service Permit	02/12/2019	Approved by OAL on 07/23/2021, Effective on 10/01/2021.
Instructional Materials	02/11/2019	Approved by OAL on 09/20/2022, Effective on 01/01/2023.
Transfer of Credit	05/25/2018	Approved by OAL on 08/10/2023, Effective on 10/01/2023.
SB 803 Clean-Up	12/03/2021	Approved by OAL on 08/28/2024, Effective on 10/01/2024.
Technical Clean-up, Section 100	01/26/2024	Approved by OAL on 05/15/2025, Effective on 05/15/2025.
Pre-Apprentice Training	01/01/2022	Approved by OAL on 04/16/2025, Effective on 07/01/2025.
SB 1451 Hairstylist Licensing Fees	09/22/2024	<i>Pending OAL and DOF approval, decision due 08/07/2025.</i>

3. (PERSONNEL FLEXIBILITY) BBC is limited in its ability to make staffing changes in a budget year. Are updates necessary in order to ensure BBC can reorganize staff and respond to changes in its staffing structure?

Committee Staff Recommendation: The Act should be amended to provide BBC with flexibility to address staffing needs by striking this language.

Update: As part of the BBC's last sunset review, amendments were made to the Act that allowed for more flexibility in the hiring of enforcement staff. Since then, the BBC has been able to hire three special investigator positions. These positions have allowed for greater investigation of the BBC's most egregious complaints. The Special Investigators handle all aspects of the consumer harm cases including interviewing the complainant and respondent and conducting inspections.

4. (MEDICAL PRACTICE) Are clarifications necessary to specify that BBC-regulated beautification services do not constitute the practice of medicine?

Committee Staff Recommendation: The Committees may wish to amend the Act to provide clear direction on the prohibition of BBC licenses providing medical services.

Update: As part of the BBC's last sunset review, the Act was amended to clarify that BBC licensees cannot perform or offer any service that is considered the practice of medicine. Since then, the BBC has issued 646 citations for BBC licensees offering or performing services that are considered the practice of medicine. The BBC does not believe additional amendments are necessary.

5. (SCHOOLS AND STUDENT OVERSIGHT) BBC approves curriculum, facilities, equipment, and textbooks at schools offering training programs for eventual licensees. The issue of what appropriate role the BBC should play in school program approval has been raised in every recent prior sunset review and has been the subject of proposed legislation, legislative amendments, and legislative oversight hearings for over 10 years. What steps should be taken to ensure appropriate oversight of schools and student success?

Committee Staff Recommendation: BBC should again provide the Committees with an update on its current working relationship with the BPPE. The Committees may wish to explore providing BBC with additional resources from fees BBC-approved schools pay BPPE in order to support BBC's subject matter expertise and school approval efforts. The Committees may wish to take steps to enhance the Act so that BBC has the tools that it needs to maintain oversight of schools and promote student success. BBC should update the Committees on the workload and impacts of additional authority. BBC should advise the Committees if certain student populations and applicants are disproportionately impacted by fraudulent schools.

Update: The BBC continues to believe that resources are needed to provide efficient oversight of barbering and cosmetology schools. The BBC continues to approve new schools, curriculum, space and equipment with no compensation from schools. The BBC requests that statutory changes be made to allow for an application and renewal fee for schools. The BBC also requests statutory authority to cite and fine for an unapproved school.

The BBC continues to receive information from the BPPE such as when the BPPE is performing compliance inspections and a monthly report on open complaints, however, the BBC does not receive information on formal discipline or citations. In order to receive this vital information, the BBC must search the BPPE website. The Board is required by BPC 7313 (b) to provide the BPPE with a copy of all inspections conducted at schools. The BBC believes

there should be a statutory requirement for the BPPE to provide the BBC with formal discipline including accusations, final decisions, as well as citations. One main reason for this request is that the BPPE may issue a citation to an unapproved school, and an unapproved school is likely providing services to consumers, which is a significant risk to safety.

BBC inspectors inspect schools on a regular basis. Since BBC inspectors are in the field daily, they have firsthand knowledge of unapproved schools but are unable to take any action. The BBC should be able to cite for an unapproved school.

If the Board is required to oversee schools, it should have the statutory authority to allow the resources to perform effective and efficient functions to protect consumers.

6. (AB5) What are the remaining implications for the BBC licensees in light of the passage of AB 5 and the clarity the bill provided as to how individuals providing beautification services should be classified for employment purposes?

Committee Staff Recommendation: BBC should provide an update on discussions at the board level, including feedback from interested parties like nail professionals advocates, among others, received since the passage of AB 5. The Committees need to better understand the implications of a “booth renter” or “booth rental” permit on BBC and beautification services providers alike.

Update: On January 1, 2025, the exemption for licensed manicurists from the ABC test expired. As a result, a manicurist can no longer be an independent contractor. The ABC test states that the answer to each question must be YES in order to be considered an independent contractor:

- A. The worker is free from the control and direction of the hiring entity in connection with the performance of the work, both under the contract for the performance of the work and in fact;
- B. The worker performs work that is outside the usual course of the hiring entity’s business; **and**
- C. The worker is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed.

The BBC issues licenses to an establishment regardless of the types of services that are performed, therefore, a manicurist will always perform services that within the usual course of the hiring entity’s business. All other license types (barber, cosmetologist, hairstylist, esthetician, and electrologist) are exempt from the ABC test. While this subject does not impact the BBC directly as the BBC does not have authority to enforce labor laws, the BBC believes that all licensees should be equally exempt and allowed to choose their own employment status. In November 2024, the BBC made a statement at its meeting that all licensees should have the right to choose their own classification.

7. (SCOPE OF PRACTICE) The Act provides narrow exemptions for certain services and captures a wide variety of beautification practices that may not require the education and training necessary for licensure. While BBC has explored narrowing licensure categories to allow an individual to only practice one aspect of what is today considered the practice of barbering or the practice of cosmetology, questions remain about whether those steps are necessary to prevent consumer harm and whether an evaluation of risk to the public health is a more appropriate means by which to determine the practices that require licensure. Are changes necessary?

Committee Staff Recommendation: The Committees may wish to consider removing certain practices from the definition of barbering and cosmetology based on the evaluation of risk and an analysis of BBC enforcement data.

Update: The BBC continues to disagree with breaking up the existing scope of practice of any regulated license types. The BBC acknowledges that some believe a haircut and style does not pose a risk, and it is true that the physical risk may be less than a chemical service, however, the cost to a consumer is also a concern. While there are options to receive an inexpensive haircut, many consumers spend a minimum of \$50 for a simple haircut and this can go up to \$200. A consumer who is spending their money expecting a professional service should also have the confidence that they will be safe in receiving that service.

A simple shave from a barber poses the risk of infection including HIV, hepatitis B and C. A cosmetologist not following proper safety control can burn an individual's skin using professional heat tools. In addition, hair tools that have not been disinfected can cause the spread of lice and ringworm.

The BBC inspects establishments to ensure they are following the proper infection control procedures. Changing the scope of practice would create a burdensome process for inspectors to determine what services are actually being provided by each individual in an establishment.

Barbering and cosmetology is regulated in every state for a reason. It poses a continual risk to all consumers who receive services, regardless of whether that risk is physical or financial, California consumers deserve to be protected.

8. (HOURS) What is the continues justification for individuals to complete so many hours of training in order to safely provide beautification services? Do current requirements and costs associated with training, benefit students and the public? Is an evaluation over risk ever part of the rationale for requiring so many hours?

Committee Staff Recommendation: It is important that future licensees receive training in key health and safety topics like infection control, sanitation standards, infection control, and basic labor laws. The committees may wish to decrease the amount of hours required for licensure in order to allow individuals a swifter path to completing necessary curriculum that will lead to safe beautification services practice. BBC should provide the Committees with demographic statistics, if available, about student populations most significantly impacted by the current requirements to complete so many hours. BBC should provide information to the Committees

about the impact this change could have on licensure portability and the ability for California practitioners to easily become licensed in other states. BBC should provide information to the Committees about federal financial aid eligibility related to clock hour requirements.

Update: Prior sunset legislation reduced the hours in the barbering and cosmetology professions. Barbering was reduced from 1500 to 1000 hours and Cosmetology was reduced from 1600 to 1000 hours. The BBC has received feedback from individuals that believe the hours are too low and employers must now spend more time training new licensees before providing services to consumers. Some schools and individuals, however have stated that they have adapted to the reduced hours and are experiencing sufficient pass rates in the examinations.

The BBC does not track demographics, nor does the BBC track enrollments in schools. In addition, the Board is not involved in any type of financial aid.

9. (EXAMS) BBC required individuals seeking licensure as a barber, cosmetologist, esthetician, electrologist or a manicurist to take and pass both a written examination and a practical examination. BBC relies on NIC tests, the same tests utilized in 39 states. Is the national written exam the best means by which to evaluate licensee competency? Is the practical exam still necessary?

Committee Staff Recommendation: Strong consideration should be given to eliminating the practical examination. BBC should provide the Committees an update on the NIC exam and whether it is necessary to maintain a contract for a national exam, or whether BBC on its own can better craft something to ensure basic minimal competency in the aspects of practice that actually impact consumers like those related to health and safety.

Update: The practical examination was eliminated on January 1, 2022. Many individuals within the industry regularly comment to the BBC that they believe this examination is still needed as the industry is a hands-on profession, however, the passing rates for the examinations have improved over the years since the examination was eliminated. The BBC also hears from establishment owners stating that individuals are not prepared to perform services on consumers when they enter the workforce and state that education has shifted to focus on theory and not practical operations.

The BBC contracted with PSI on July 1, 2022, to offer a national exam to all license types. This examination is focused on infection control and disinfection and sanitation. The BBC believes this exam is essential to ensuring that a new licensee will provide safe services. However, the BBC believes there could be an additional requirement applied to approved schools that mandate a school not graduate a student unless they meet minimum practical standards. This may be accomplished by mandating schools to administer a practical examination prior to graduation.

10. (ENDORSEMENT) BBC offers licensure reciprocity to individuals licensed and in good standing in other states. It may no longer be necessary for current limitations on this type of recognition and amendments to the Act may allow individuals to become licensed more quickly.

Committee Staff Recommendation: The Committees may wish to amend the Act to streamline the process for licensure based on an individual's possession of a license in good standing from another state.

Update: Prior sunset legislation allowed for license to license across state lines. This has increased the number of reciprocity applications as seen below:

License Type	2019	2020	2021	2022	2023	2025	2025
Barber	116	64	81	116	112	229	132
Cosmetologist	944	618	750	896	1454	2207	1368
Electrologist	2	0	0	0	3	4	1
Esthetician	218	173	234	498	554	673	358
Manicurist	242	193	254	451	748	1079	526
TOTAL	1,522	1,051	1,319	1,961	2,871	4,192	2,385*

*As of 7/1/2025

The BBC has found that this has also allowed for an increase in fraud. The BBC has discovered several issues with the license-to-license processes and most importantly the possibility of an individual receiving a license with no education or never having taken an examination.

The BBC believes that a statutory change is required to ensure that only individuals who have received education and have passed an examination testing minimal competency receive a license in California. The BBC asks that an amendment be made to require that certification of licensure from other states include that the examination has been passed. This issue is discussed further in section 10 under New Issues.

11. (APPRENTICESHIPS AND EXTERNSHIPS) BBC allows individuals to obtain training toward licensure through an apprenticeship and externship. Examination passage rates for apprentices are not high and apprenticeship candidates may not have all of the information necessary in order to make an informed decision about this pathway. Externs are required to comply with a number of standards when working in an establishment as a student. Are changes necessary to ensure future licensees are provided fair opportunities through these pathways?

Committee Staff Recommendation: The Committees may wish to enhance oversight of apprenticeships and provide opportunities for future applicants to more easily access this training option by allowing BBC to establish a course necessary for apprentices to complete in order to become licensed and practice throughout their apprenticeship.

Update: The BBC developed a pre-apprentice training course on basic patron protection that was implemented on July 1, 2025. In the last several years, the BBC has launched several investigations into excessive fraud within the apprenticeship program. The BBC has been discussing these issues at public board meetings as well as establishing an apprentice task force.

Due to the enormous amount of information that the BBC believes is pertinent to the sunset review, this subject is discussed in detail under section 10. The BBC is hopeful that the legislature will make significant statutory changes to allow the program to continue but remove the fraud and lack of education that apprentices are subject to.

12. (PSP) BBC has worked the past number of years to implement a personal service permit to authorize licensees to have the flexibility in where they offer beautification services. Amendments to the Act may be necessary to recognize this option for licensees.

Committee Staff Recommendation: BBC should provide the Committees an update on the status of the PSP and when it is expected to be implemented. The Committees may wish to determine whether all services outlined in the PSP are necessary or whether individuals can safely perform some without obtaining a PSP if they are low-risk to a consumer. BBC should inform the Committees whether statutory changes are necessary and provide amendments to the Act to implement the PSP.

Update: The BBC implemented the PSP on October 1, 2021, since then XXX permits have been issued. The BBC does not believe any changes are necessary to the current PSP authority.

13. (MOBILE UNITS) Services can be provided in a licensed "mobile unit" but the standards for these may be outdated and updates may be necessary.

Committee Staff Recommendation: The Committees may wish to amend the Act to remove unnecessary barriers to mobile unit licensure.

Update: Prior sunset legislation was enacted to update the requirements for mobile units. Since January 1, 2022, the BBC has issued 41 new Mobile Unit licenses. The BBC believes the updated language allowed this business option to be more accessible to individuals.

14. (CITATIONS) A BBC inspection is more likely than not to result in at least some type of citation. The majority of citations are appealed and individuals flood BBC's Disciplinary Review Committee (DRC) hearings. BBC has explored offering remedial education in lieu of fines, as licensees and licensee advocates have long argued that individuals receiving citations for violations, they were never even aware of. Does the DRC still make sense? Should the BBC update its cite and fine efforts to ensure that individuals are cited for violations impacting consumer safety that the licensee is actually aware of?

Committee Staff Recommendation: BBC should provide the Committees about the types of citations and fines issued that stem from potential consumer harm and whether those should be eligible for appeal. The Committees should evaluate whether the DRC remains necessary or if instead BBC should be required to update its administrative fine schedule to be relevant to the intended purpose of preventing the public.

Update: The BBC has been reviewing its administrative fine schedule to ensure that the fines are an appropriate deterrent to prevent violations. The BBC has changed its internal processes to gain compliance from licensees. This includes retraining inspectors on when to cite

violations during the inspections and citation analysts on how to apply fines to the most egregious complaints. For example, if an inspector enters an establishment and only observes a violation of a cabinet of clean towels not being closed, they will simply educate the licensee on the proper storage of linens. Additionally, a citation analyst will review the licensee history and if it is the first time an individual has been cited for a non-egregious violation, the analyst will issue the citation but without a monetary fine.

These internal processes have decreased the workload for the DRC. For example, in 2019 the BBC held 9 DRC meetings, however in 2024, there were only 3 DRC meetings. In addition, the Board has implemented a mobile inspection platform on November 12, 2024. This new process allows the final inspection report to be immediately emailed to a licensee with the photographs of the violations. The BBC believes this will likely reduce the number of appeals as licensees will have the evidence of violations immediately.

The BBC will continue to review its administrative fine schedule as well as its workload for the DRC to ensure that the most egregious violations are strictly upheld. The BBC does believe that the DRC should remain as a licensee must have the right to appeal a citation and even with the reduced number of hearings, this committee is the proper avenue to handle these appeals.

15. (LICENSEE IN CHARGE) BBC proposed establishing a “licensee in charge” designation. Is the intent to further consumer protection laws or absolve establishment owners from accountability for the actions in a particular establishment.

Committee Staff Recommendation: BBC should provide information to the Committees as to whether this model will benefit establishment or the public.

Update: The BBC maintains that there should be a licensee in charge of the establishment. That licensee should be someone who holds a personal license or be the establishment owner. During the last sunset review, the BBC asked for statutory language to clarify who can be a licensee in charge. While this language was not included in the sunset language, the BBC still believes the following language should be adopted:

BPC section 7348:

An establishment shall at all times that barbering, cosmetology, esthetic, manicuring or electrology, hairstyling services are being performed be in the charge of a person licensed pursuant to this chapter except an apprentice. A person licensed pursuant to this chapter means an individual who holds a cosmetologist, barber, esthetician, manicurist, electrologist, hairstylist or establishment license.

16. (MANDATORY INSPECTION FOLLOWING LICENSURE) Is it feasible for BBC to be required to inspect every newly licensed establishment within 90 days of licensure?

Committee Staff Recommendation: In order to ensure that the BBC inspection activity is focused on maintaining public, licensee, and consumer health and safety, the Committee should amend the Act to allow BBC to focus its inspection on consumer harm.

Update: Prior sunset legislation removed the requirement for the BBC to inspect an establishment to be immediately inspection. The BBC agreed with this change as new establishments do not tend to have significant violations. BBC has not seen any concerns or increase in harm with this change.

17. (WHAT EFFECTS HAS THE COVID-19 PANDEMIC HAD ON BBC?) Since March 2020, there have been a number of waivers issued through Executive Order which impact licensees and future licensees alike. Are any of the waivers applicable to BBC? Do any waivers warrant extension or statutory changes? What is BBC doing to address the pandemic?

Committee Staff Recommendation: BBC should update the Committees on the impact to licensees and the public stemming from the pandemic and the potential future challenges. The BBC should update the Committees on any recommendations from the last Health and Safety Committee Meeting.

Update: The BBC reported during the last sunset review that the Health and Safety Advisory Committee reviewed health and safety regulations to determine any necessary changes as a result of the pandemic. The BBC has strong regulations already in place that are intended to prevent cross-contamination or the spreading of viruses. For example, the Board requires handwashing between clients, disinfection of tools, maintaining a clean environment for services, etc. Now that the pandemic has passed, the BBC believes the impact has diminished and current regulations are valid for any future events.

18. (TECHNICAL CHANGES MAY IMPROVE EFFECTIVENESS OF THE ACT AND BBC OPERATIONS) There are amendments to the Act that are technical in nature but may improve BBC operations and enforcement of the Barbering and Cosmetology Act.

Committee Staff Recommendation: The Committees may wish to amend the Act to include technical clarifications.

Update: The last sunset review included technical changes to allow the Health and Safety Advisory Committee members to receive per diem and this provision has been fully implemented.

19. (CONTINUED REGULATION BY THE BOARD OF BARBERING AND COSMETOLOGY) Should the licensing and regulation of individuals providing beautification services and beautification services establishments be continued and be regulated by the current BBC membership?

Committee Staff Recommendation: BBC should be continued, to be reviewed again on a future date to be determined, however the Committees should consider making significant modifications to the Act aimed at reducing barriers to entry in the beautification services industry.

Update: During the last sunset review, the BBC saw some of the most significant modifications to the Act. These changes have reduced barriers to entry to the industry, as evident by the number of applications for new licenses. In 2019 (pre-pandemic) the BBC received 22,345

initial exam applications, compared to 2024 where the BBC received 32,436 initial exam applications.

As described in section 1 of this report, the industry is drastically changing, and these changes pose more and more risks to consumer. As such, the BBC believes that continued oversight or the industry is essential to protecting California consumers.



MEMORANDUM

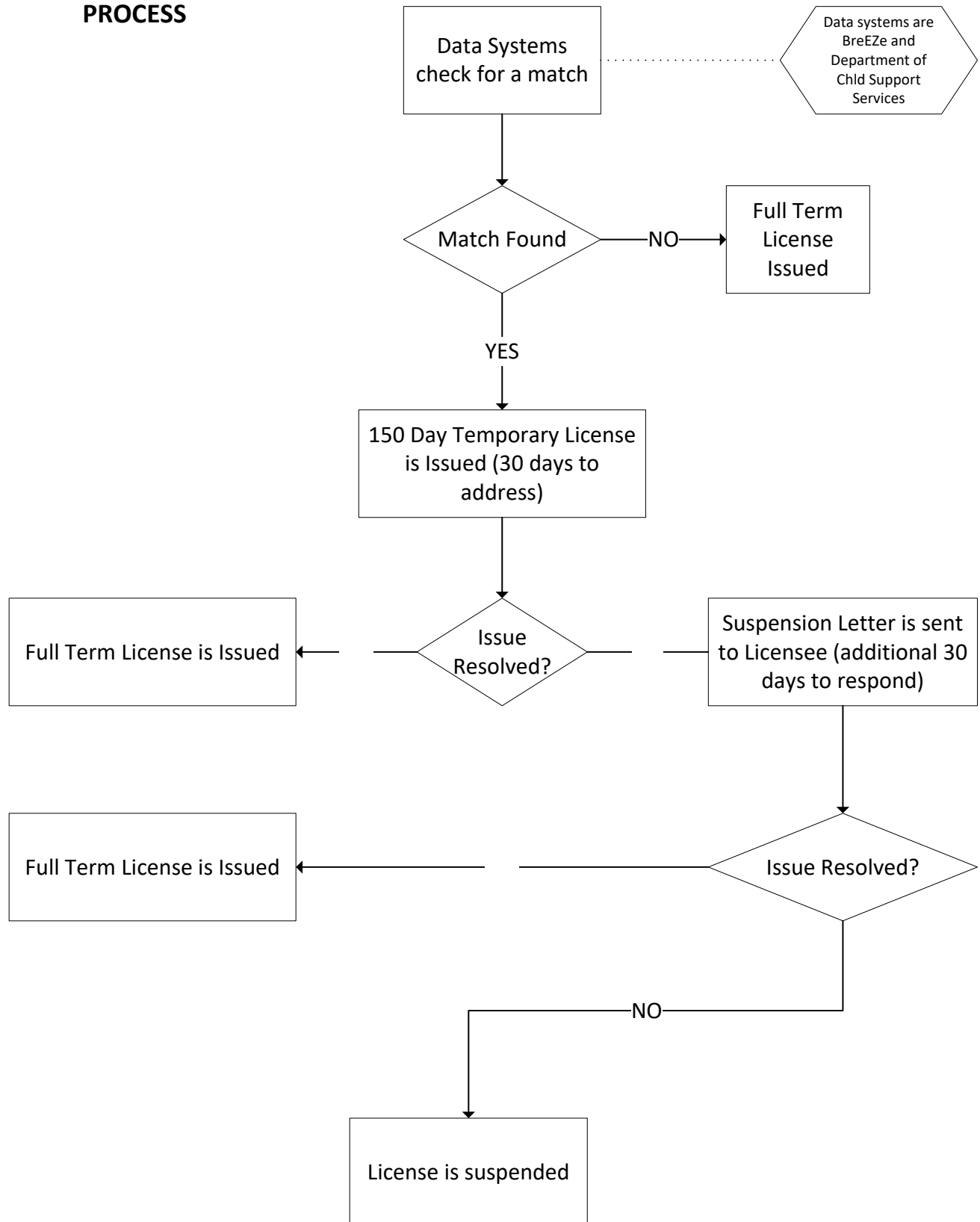
DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Review and Discussion of Family Support Holds on Board Licenses

Background

Family Code Section 17520 prohibits the issuance and renewal of a permanent professional license to individuals delinquent in their court-ordered child support payments and whose name appears on the Department of Child Support Service's (DCSS) "Absent Parent Master File" certified list. Once it has been determined that an applicant, licensee or registrant is non-compliant, the licensee is notified and has 150 days to meet their family support obligation or enter a payment program with the local child support agency. Any person who fails to come into compliance will have their license denied or suspended until the Department of Consumer Affairs (DCA) receives a release from one of the 58 DCSS offices.

Attached is a flow chart indicating a high level process of the family support license hold. It should be noted that Board staff do not discuss family support holds with licensees but refers them to the Family Support Unit within DCA or to their DCSS.

FAMILY SUPPORT PROCESS





MEMORANDUM

DATE	August 11, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	<p>Update Regarding Rulemaking Proposals:</p> <ul style="list-style-type: none"> a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) Sections 910, 918, 919, 926, 941, 965.2, 971, 974.1, 974.2, 983 and 984 (Section 100 Technical Clean-Up) b) Update Regarding Rulemaking to Amend Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications) c) Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship) d) Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprentice Training) e) Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams) f) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs) g) Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines) h) Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program) i) Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety) j) Update Regarding Rulemaking to Amend Title 16, CCR section 998 (Hairstylist Licensing Fee)

This memorandum provides a general update for the Board's pending regulations.

The following final regulation proposal was approved by the Office of Administrative Law:

- Title 16, California Code of Regulations (CCR) Sections 910, 918, 919, 926, 941, 965.2, 971, 974.1, 974.2, 983 and 984 (Section 100 Technical Clean-Up). Effective upon approval, May 15, 2025.
- Title 16, CCR section 917 (Pre-Apprentice Training). Approved April 16, 2025, effective July 1, 2025.

The following final regulation proposal is under review by the Office of Administrative Law and Department of Finance:

- Title 16, CCR section 998 (Hairstylist Licensing Fee)

The following initial regulation proposal was submitted to the Office of Administrative Law on July 14, 2025, for publication in the California Regulatory Notice on July 25, 2025:

- Title 16, CCR section 931 (Interpreters for Licensing Exams)

The following initial regulation proposal was submitted to the Office of Administrative Law on July 29, 2025, for publication in the California Regulatory Notice on August 8, 2025:

- Title 16, CCR section 972 (Disciplinary Guidelines)

The following initial regulation proposal is being prepared by Staff:

- Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)

The following regulation proposals are pending further development:

- Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)
- Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)
- Title 16, CCR section 974.4 (SB 384: Remedial Education Program)
- Title 16, CCR section 977 et seq. (Health and Safety)

Agenda Item
No. 13 - 14
No Attachments

Adjournment