



NOTICE OF VIRTUAL CONFERENCING MEETING and AGENDA

Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art

This meeting will be held by telephone conference. A conference call phone line has also been established for the public to call in or the public is welcome to attend any Open Session discussion at the State Office Building. If calling in, please use the following to attend the Open Session items of the Board meeting:

PUBLIC CALL IN #: 888-820-1398
 PARTICIPANT #: 8986450#

AGENDA		Posted: 12.20.22
<p>Date: Monday January 9, 2023</p> <p>Time: 10:30 am</p> <p>Location: 301 Centennial Mall S State Office Building Lower Level-Morrill Room/LLB Lincoln, NE</p> <p>For Information Contact: Carrie Oldehoeft 402-471-2117 Dhhs.licensure 2117@nebraska.gov</p>	<p>1. Roll Call Announcement: There is a current copy of the Open Meetings Act posted on the door to the meeting room and available online (website address provided below)</p> <p>2. Adoption of Agenda 3. Approval of Minutes</p> <p>4. 2023 Goals – Review and Recommendations</p> <ul style="list-style-type: none"> • Conviction Guidelines (January) • By-Laws Review (February) • Statute and Regulation Definitions (March) • Apprentice Salons (???) <p>5. CLOSED SESSION (approximately 11:00 am): Investigational & Confidential Information and Reports Purpose: To hear discussions of investigative and confidential nature, and for the prevention of needless injury to the reputation of the individuals</p> <p>6. OPEN SESSION (approximately 12:30 pm): Application Review and Recommendations (Initial Licensure, Reinstatement, Convictions, Administrative Penalties, and Mail Ballot Reports)</p> <p>WORKING LUNCH</p> <p>7. CLOSED SESSION (approximately 12:45 pm): Conviction Guidelines and Jurisprudence Examination item writing and discussion Purpose: To hear discussions of confidential nature.</p> <p>8. OPEN SESSION (approximately 2:30 pm)</p> <p>9. Adjournment</p>	

Nebraska Open Meetings Act: 84-1407 through 84-1414 <https://ago.nebraska.gov/open-meetings>

All items known at the time of distribution of this agenda are listed. A current agenda is available at the office of the Department of Health and Human Services, Division of Public Health, Licensure Unit, and at the following website: <https://dhhs.ne.gov/Licensure/Pages/Agendas-and-Minutes.aspx>. If auxiliary aids or reasonable accommodations are needed for attendance at a meeting, please call (402) 471-2117 (voice) or dhhs.licensure2117@nebraska.gov or for persons with hearing impairments, call the Nebraska Relay System at 711 (TDD). Advance notice of 7 days is needed when requesting an interpreter.

2023 Dates	Location	Time	2023 Dates	Location	Time
1.9.2023	LLB	10:30am	2.6.2023	LLB	10:30am
3.6.2023	LLB	10:30am	4.3.2023	LLB	10:30am
5.1.2023	LLB	10:30am	6.5.2023	LLB	10:30am
7.10.2023	TBA	10:30am	8.7.2023	TBA	10:30am
9.11.2023	TBA	10:30am	10.2.2023	TBA	10:30am
11.06.2023	TBA	10:30am	12.04.2023	TBA	10:30am

These minutes have not been approved by the Board

MINUTES OF THE VIRTUAL CONFERENCING MEETING
Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art
December 5, 2022

1. ROLL CALL

The conference call meeting of the Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art was called to order by the Chair, Bridget Anderson, at 10:32 a.m., at the Nebraska State Office Building, 301 Centennial Mall South, Lower Level Morrill Room (Room B), Lincoln, Nebraska. In accordance with § 84-1411 of the Nebraska Open Meetings Act, copies of the agenda were 1) mailed to the Board members and other interested parties, and 2) posted on the DHHS web site at <https://dhhs.ne.gov/licensure/Pages/Agendas-and-Minutes.aspx> and on the bulletin board in the Licensure Unit Lobby and posted 11.21.2022.

Members Present (10):

The following members answered roll call:

Bridget Anderson, Chair (in room)
Brandy Phillips, Member (on call)
Joann Williams, Member (in room)
Matt Bavougian, Member (in room)
Kyoung Bonn, Member (in room)
Marie Nordboe, Member (in room)
Pamela Rowland, Vice-Chair (on call)
Shannon Bingham, Member (in room)
Leslie Reed, Member (in room)
Harold "Buddy" Sims, Member (on call)
Jane Nims (in room)

Members Absent (1):

Ruth Lucas, Member

Others Present:

Kris Chiles, Program Manager, Licensure Unit (in room)
Carrie Oldehoeft, Licensure Unit (in room)
TJ O'Neill – Assistant Attorney General (in room)
Jennifer Merrials, DHHS Attorney (on phone)
Public (in room)

A quorum was present and the meeting convened.

2. ADOPTION OF AGENDA

MOTION: Nordboe moved, seconded Bavougian, to adopt the agenda. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

3. APPROVAL OF MINUTES:

Corrections requested: Change Carrie Oldehoeft to Licensure Unit

MOTION: Bavougian moved, seconded Reed, to adopt the minutes from 11.7.22 with corrections. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Phillips, Reed, Rowland, Sims (8). Voting nay: None (0). Absent: Lucas (1). Abstain: Williams, Nims, Nordboe (3). Vacant positions (1). Motion carried.

4. NEW BUSINESS

- a. 2023 Legislative Proposal: no updates from Sims; Bavougian and Rowland will schedule a meeting to review possible 2024 proposal given there is not enough time to prepare for the 2023 session.

10:40 am public exited room
10:43 am public entered room

- b. National Interstate Council of State Boards of Cosmetology (NIC) Annual Meeting Report from the 9.30-10.3.2022 meeting in San Antonio TX (Nordboe)

Nordboe reported on the Annual meeting, notes were reviewed with the Board and attached to these minutes.

10:54 am Klaussen, Krueger, Bigham-Investigations entered room
11:40 am Public exited the room

7. INVESTIGATIONAL & CONFIDENTIAL INFORMATION/REPORTS – CLOSED SESSION

MOTION: Bingham moved, seconded by Sims, to enter into closed session at 11: 40 a.m. for the purpose of hearing discussions of an investigative/confidential nature and for the prevention of needless injury to the reputation of the individuals. Anderson repeated the motion and purpose. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

Chiles closed the public call-in line.

11:45 am Krueger exited room
11:45 am Chiles exited room
12:17 am Chiles entered via phone
12:26 am Klaussen, Bigham exited room

12:26 pm Break
12:43 pm Resume closed session and working lunch

8. OPEN SESSION Application Review and Recommendations (Initial Licensure, Reinstatement, Convictions, Administrative Penalties, and Mail Ballot Reports)

1:26pm Verbal agreement from all board members to enter into open session.
1:37pm Chiles exited call

Conviction Reviews and Board Recommendations:

Michelle Schwab – Tattoo Artist- Reinstatement

MOTION: Nordboe moved, seconded by Rowland, to defer the recommendation to the next meeting. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

Jennifer Fitl – Cosmetologist

MOTION: Bavougian moved, seconded by Sims, to recommend issuing the license with no terms or conditions. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

Kathryn Lopez – Permanent color Technician

MOTION: Bavougian moved, seconded by Anderson, to recommend issuing the license with no terms or conditions. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

JaNee Aiello - Cosmetologist

MOTION: Nordboe moved, seconded by Bingham, to recommend issuance of the license with a 6-month probation, with the following terms and conditions: Successfully complete the jurisprudence examination within 90 days and the Standard Terms and Conditions of probation. Basis: Failure to report convictions. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

Kaylee McLemore - Cosmetologist

MOTION: Nordboe moved, seconded by Anderson, to recommend issuance of the license with a 6-month probation, with the following terms and conditions: Successfully complete the jurisprudence examination within 90 days and the Standard Terms and Conditions of probation. Basis: Failure to report convictions. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

Raychell Martian - Cosmetologist

MOTION: Nordboe moved, seconded by Anderson, to recommend issuance of the license with a 6-month probation, with the following terms and conditions: Successfully complete the jurisprudence examination within 90 days and the Standard Terms and Conditions of probation. Basis: Failure to report convictions. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

Shaley Yankton – Nail Technician

MOTION: Nordboe moved, seconded by Anderson, to recommend issuance of the license with a 6-month probation, with the following terms and conditions: Successfully complete the jurisprudence examination within 90 days and the Standard Terms and Conditions of probation. Basis: Failure to report convictions. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

9. UPDATES/FOLLOW UP

- a. Statistics: Examinations, Licensing, Disciplinary/Non-Disciplinary Information, and Renewals (report attached to agenda)

Members voiced concern regarding the examination failure rate.

6. ANNUAL BUSINESS:

- a. Schedule 2023 meetings (1st working Monday of each month). Members agreed to the following: January 9, February 6, March 6, April 3, May 1, June 5, July 10, August 7, September 11, October 2, November 6 and December 4.
- b. Approval of Method of Noticing Meeting Agendas (Neb.Rev.Stat. 84-1407-1414). Currently agendas are posted via emails as requested, Licensure Unit Web-site, and on the Licensure Unit's bulletin board in the public area. Members agreed to continue the current methods for posting the agendas.
- c. Board Member Per Diems & Compensation Recommendations (Neb.Rev.Stat. §38-171)

Members reviewed the following:

- 1. \$20 for meeting prep
- 2. \$50 for each day in attendance at regular board meeting or approved committee meeting
- 3. \$50 for travel days when overnight stay with meeting attendance
- 4. \$50 each day of attendance at National Meeting, including travel days when overnight stay
- 5. \$50 for attending board related meetings, testifying at legislative hearings, must be approved by the Board as the Board representative

MOTION: Nordboe moved, seconded by Anderson, to change the board per diem for prep from \$20 to \$25. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions (1). Motion carried.

- d. Board Goals for 2023 (Review By-Laws and Conviction Guidelines, Other?)

Members recommended the following: Review Conviction guidelines in January, Review advisory options in February and look at regulation/statue definitions starting in March going forward.
election officers and appointments:

e. Elections and Appointments

- Election of Officers and Appointment of Investigative Consultants; Assign new member mentor

MOTION: Anderson, seconded by Nordboe, to elect the following officers starting January 2023: Chair-Phillips, Vice Chair- Bingham, Secretary-Sims. A voice vote was taken. Voting aye: Anderson, Bonn, Bingham, Bavougian, Williams, Nims, Nordboe, Phillips, Reed, Rowland, Sims (11). Voting nay: None (0). Absent: Lucas (1). Vacant positions

Investigations consultant:

Cosmetology -Nims
Esthetics -Williams
Body Art - Bavougian
Nail Technology -Sims/Rowland

New Member mentor:

Nordboe will mentor Williams
Anderson will mentor Nims

2:00 pm Break
2:13 pm Return to open session
2:23 pm Phillips exited call

10. CONFIDENTIAL INFORMATION – CLOSED SESSION

Jurisprudence Examination item writing and discussion

MOTION: Reed moved, seconded by Anderson, to enter into closed session at 2:25 p.m. for the purpose of discussions of confidential nature to review the jurisprudence examination. Anderson repeated the motion and purpose. A voice vote was taken. Voting aye: Anderson, Bingham, Phillips, Criswell, Bavougian, Bonn, Lucas, Reed, Rowland, Sims (10). Voting nay: None (0). Absent: Nordboe (1). Vacant positions (2). Motion carried.

2:45 pm Reed exited room
2:58 pm Miralles exited call

11. OPEN SESSION

3:06 p.m. Verbal agreement from all board members to enter into open session.

12. ADJOURNMENT

Anderson announced the next meeting is scheduled for January 9,2023 and declared the meeting adjourned at 3:07 p.m.

Submitted,

Bridget Anderson, Chair
Board of Cosmetology, Electrology, Esthetics, Nail Technology, and Body Art
Summarized by the Licensure Unit

Marie Nordboe
Report of National-Interstate Council of State Boards of Cosmetology
2022 Annual Conference – The Contessa in San Antonio, Texas

Milady Presentation

Nicholas Cimaglia – Founder

- 1924 – Published barber textbook
- 1927 – Established Milady
- 1932 – Theory & Practice of Barbering
- 1938 – Milady Standard textbook of Cosmetology
- 1979 – Stand Esthetics text
- 1986 – Published Manicuring text
- 1991 – Published Massage Text
- Pandemic – Distance learning became popular and will continue
- CIMA – Innovative Digital Learning Platform built for distance learning
- April 2021 – Digital – first beauty education for hybrid

Milady Standard Cosmetology – new 14th edition now available (two book format)

Brand new eyelash curriculum launches 10-10-22 (stand alone or add-on) Also in Spanish – launching November 2022

- 8 Chapters
 - Eyelash Extension History & Careers
 - Eye and Eyelash Anatomy & Physiology
 - Disorder, Diseases, and Allergies of the Eye Area
 - Client Safety and Infection Control
 - Tools, Products, and Ingredients
 - Eyelash Extension Application
 - Eyelash and Eyebrow Chemical Services
 - Building an Eyelash Business

RISE Partner Program for Schools (FREE)

- For states without educator program
- 6 month – skills needed (not for licensing or for credits)

3 certification courses:

- Infection Control (2-hours)
- Domestic Abuse Awareness (1 hr)
- Human Trafficking Awareness (0.5 hr)

20 scholarship awarded every year

Electrolysis and Chemical Peels Curriculum coming in 2023

Old Textbooks that Need to be Taken Out of Testing

- 5th Barbering Edition, 11th & 12th Cosmetology Editions

Contact

Milady.com / info@milady.com

GENERAL SESSION

- Texas Representative – cleaned his uncle's salon as a young boy for \$20 a week
- 93,800 openings for cosmetologists now
- 21 states answered roll call
- NIC began in 1956 in South Carolina

Salons can be a breeding grounds for germs

- Jeff Geisinger, Lucas Products, see handout for presentation

Remote Testing & The Candidate Experience – Henry Sorensen, PH.D., Prov President

See handout of presentation

- Testing centers are going away
- Chromebook and cell phone as a second camera
- Most states doing remote and in-person testing, with the candidate choosing. Most states are doing 50/50
- Disabilities (ADA) Accommodation – machine reader, quiet room of your choosing, and extend the time

Coming Together is the Beginning, Staying Together is Progress, Working Together is Success

Panel speakers from: Professional Beauty Association (PBA), American Association of Cosmetology Schools (AACCS) and NIC discuss how these 3 organizations have come together to collaborate and share information regarding national issues in the beauty professions.

- Over 16,000 private schools with an average of 72% graduation rate and 71% placement rate
 - Most students owe \$9,000 at the end of their training
- Virginia has reduced hours from 1,500 to 1,000
- We have to disprove that cosmetologists don't make much money
- PBA has "I Am Licensed" information and Disaster Relief Fund
- PBA also has a "Cut It Out" Program and help with the "Look Good, Feel Better" Program
- PBA tracked legislation watching over 900 bills this year
- Salons have to pay tax on tips, but restaurants don't

NIC's vision is to provide a national form to promote standards for consumer health and safety and education for individuals entering the workforce

State Education information through NIC for reciprocity (states need to update every 3 months) to either Tammi Stokes or Susan Colard

Improving Quality and Understanding of Regulation to Enhance Public Protection

See handout of presentation

- Mark Steinagel, Division Director
- In Utah, the county health department inspects the salon, not the cosmetology department and only one county has an inspector currently
- Cosmetology hours in Utah are reduced from 2,000 to 1,600
- Utah previously had a lawsuit pertaining to hair braiding and currently a lawsuit pertaining to gel nails and lash extensions
- Utah is a magnet for refugees
- Foreign credentials are difficult
- It is the only state that has adopted all 9 license compacts & 8 more are in the works (a compact is an expedited portal for licensure)
- CLEAR started in 1980 with their main purpose to come together for the common purpose of achieving excellence in regulation and public protection
- North Dakota used them as a consultant

National Database – Promoting Licensure Portability

See handout for presentation

- Mary Alice Olsan, from Certemy, and NIC share information of the status of the national database registry and learn how you can become a part of this exciting new program
- NIC's National Database & Registry to promote portability through universal licensure and compacts
- NIC will collect as much data as states are willing to share
- The public could use this national platform and print out information, but it would not be as detailed as what the state would receive
- Applicants won't tell you all the states they are licensed in especially if they have been disciplined
- Databases needed first as a national repository. Compacts are legislative and universal licensing means you automatically accept the license
- Pilot States – Kansas, Washington D.C., and Maine

Pivot Point International

- Vasiliki Stavrakis – Speaker
- Website: pivot-point.com & phone: 847-905-5349
- Buddy Sims was recognized for his work on Fundamentals – Nails
- A problem in balancing trends – learners think they know it all because they've attended the YouTube University

22 states answered roll call on day 2

Apprenticeships

See handout for presentation

- Jessy Skittrall, Atarashii – Apprenticeship program
- Atarashii means "new and fresh"
- Iowa is starting apprenticeship programs under Atarashii

- Can be utilized in all 50 states and military bases
- Federal aid is available
- Justice and Soul is a nonprofit group for those who have been trafficked (scholarship – school doesn't work well for these individuals)
- Salon is a recovery house
- Schools and apprenticeship work together, not against each other
- Oklahoma has done 7 apprenticeships (3,000 hours)
- Oklahoma law only allows one apprentice at a time
- In Washington D.C., you must pay the apprentice
- Atarashii works with Pivot Point for the curriculum (the e-book)
- Earn and Learn – federal law states must pay minimum wage
- Pivot Point's Mindful Teaching book is used by the learning coach
- Apprentice is not to be a cheap labor and/or assistant
- Program must be at least 2,000 hours long
- Apprentice receives a federal certificate of completion
- 97% pass rate
- Atarashii has the administrative staff, coaching staff, and licensed instructors
- Cost is passed to the training agent or sponsor. Advocate for financial assistance for the apprentice including local grants and VA

Jessee Skittrall, Atarashii - Has been working with Lori Droud (Great Clips) and would like to arrange a time with the Nebraska Board to discuss the apprenticeship program and how it could operate in Nebraska with compliance

Combined Boards – Breakout Session

- Led by Heather Sinclair from Oklahoma
- Discussion on states that recently merged their boards
- 31 states have combined cosmetology and barber boards
- 20 are not combined but some are currently in the process
- Of the states present, 10 were combined, 9 were not and 3 were in the process of combining
- In 2013, Oklahoma Board was combined, currently have 11 members with an advisory board for massage
- Oklahoma can only use the barber pole if there is a barber in the shop
- 32 states protect the barber pole
- In Texas, they are starting to merge. No instructor license anymore – they have over 800 schools and the barber technician will now be estheticians
- Texas - One board but separate licensing and separate curriculum
- Texas no longer protecting the barber pole (anyone can use it)
- The PROs of a combined board are cost, strength in numbers, consistency in standards, fragmented licenses, and flexibility in the curriculum
- The CONs of a combined board: loss of uniqueness, lowering of test standards, test not specialized (i.e. – no shaving on the barbering test), change is hard and legislative slow down
- The profession looks stronger to the legislature when they are combined

Leadership & Team Building

David McElreath, Ph.D – Professor of Criminal Justice and Legal Studies shared best practices for foundational team building and personnel development within an organization, with a focus on recruitment and mentorship.

There are major issues currently facing/impacting the profession

- Deregulation, reciprocity, ensuring realistic and reasonable training requirements, licensing and licensing requirements, apprentice initiatives, licensing mobility (interstate compacts), human trafficking concerns, achieving a balance between over and under regulating the profession, shifting retail landscape

Board Leadership:

- The board leadership is the face and voice of the profession (with those in the profession and those in government)
- Board Leadership is about relationships
 - What was your view or perception of your board prior to appointment?
 - How has your view changed after serving?

- In a consumer driven environment, to be a successful person, it is important to build an efficient and responsible team that is capable – which not only responds but also meets the needs of stakeholders
- As a member of a board, how does your team members respond to consumer inquiries?
 - In person (at the office or during an inspection)
 - Via phone and email
 - How well do you do social media?
- Set Standards – as a leader you can make a difference
- Leadership is a privilege, and it comes with responsibility
- Don't be a reactionary
- Work together
- Learn from good and bad leaders
- Create an environment for both employees and stakeholders
- Develop those around you
- Empower others
- Be accountable
- Maintain integrity
- Be bold (courageous, do the right thing)
- Show you care
- Be decisive, take action (look outside the box)

Where is the industry going?

- Green movement
- Social Media influences
- Protection of consumer
- Future not tomorrow – it's today

Good leaders earn confidence of others, great leaders inspire others with confidence in themselves.

Election of Officers

- President – Anwar S. Saleem, Washington D.C.
- 1st Vice President – Angie Printz, Montana
- Secretary / Treasurer – Wendy Gray, Wyoming
- Region 2 Director – Warren Rossi, Mississippi
- Region 3 Director – Heather Synclair, Oklahoma
- Region 4 Director – Merrilyn Cleland, Idaho
- Executive Director – Sr – Cynthia Briggs, Washington D.C., Jr – Theresa Brame, South Carolina
- Chairman of Executive Directors – Rashan Broadnax, Washington D.C.
- Amendment #1 passed unanimously stating that no officer can be part of a competitive testing company
- Amendment #2 passed unanimously – the board should be in the advisory position for the testing company and not in leadership so that it runs more like a business than an association
- 4 honorary members were voted in
- 2023 National Convention was to be in Greenville, South Carolina but this past week we received an email stating that it will be in Charleston, South Carolina in the early fall. 2024 will be in Salt Lake City

Day 3

- 18 states answered roll call

Master Esthetics – Issues in the Esthetics and Medical Fields

See handout in presentation

- Washington State – the doctor delegates the treatment. The doctor sometimes signs off without actually seeing the patient
- Laser hair removal is in the scope of master esthetics
- Tattoo Removal – a laser breaks the ink into small pieces so it can be carried out of the body
- Advanced Practice – another term for Master Esthetician
- Must first be a master esthetician to teach the master esthetics program
- A laser for hair removal may cost \$150,000
- In Washington State, microblading is under a tattoo license not esthetics

Interstate Compact

Open discussion format of attendees

- The CONs – difference of definitions from state to state, the cost from \$300,000 to \$500,000 to enter compact, legislative change, confidential data cannot be released, impact on economy, loss of licensing revenue, administrative burdens, bureaucracy, If barber and cosmetology boards are separate, the cost may be double, need national database first, compromise to hours of training, annual cost to administer may be \$6,000
- The PROs – portability especially in bordering states, faster than reciprocity, easier for state agency once the national database is in place
- Similar to the medical industry with travelling nurses
- *There is a website for the compact (read it to get a better understanding)
- You will have a home state license and privileges in other states as well

OTHER INFORMATION SHARED IN CLOSING

- You do not have to use the NIC exam to be a member of NIC
- Texas has been absent from NIC for many years but is a member again
- All of Region 3 were in attendance
- NIC is doing remote testing starting at the end of October 2022
- Zoom meetings will be held for national database
- Prometric is the test vendor for NIC until the end of 2022 and then PROV will be the new company
- NIC website has been revamped
- Foreign languages for testing that have been added are Persian for barbering and Russian for nail technicians. If you need another at your state, fill out a form (Tammi Stokes has these)
- Written/practical testing available in Spanish
- In Nebraska, their company has testing sites for the written practical exam in Kearney, Lincoln, Omaha, and Scottsbluff
- Katrina Albrecht is interested in helping NE get set up with testing through the Prometric Company. Typically it would take 90 days to implement after a contract is signed
- Written/practical exam is being done in Arizona (so far 3,200 exams) and South Dakota will be starting soon – it is more interactive, and more scenario based. Example – interactive matching of parts of the nail (drag description to label nail parts)
- NICTesting.org

Marie Nordboe & Lyra Faltys were both on the AJG Scholarship Committee for 2022 & for 2023

- Students must complete 50% of their training before they apply for the \$1,250 scholarship