

**CALIFORNIA  
BOARD OF BARBERING AND COSMETOLOGY**



**AUGUST 12, 2024**

**Board Meeting  
and  
Petition for Reinstatement Hearings**

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

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

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

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**BOARD MEMBERS:**  
**Calimay Pham,**  
**President**  
**Tonya Fairley, Vice**  
**President**  
**Megan Ellis**  
**Kellie Funk**  
**Reese Isbell**  
**Dr. Yolanda Jimenez**  
**Colette Kavanaugh**  
**Tamika Miller**  
**Danielle Munoz**  
**Jacob Rostovsky**  
**Steve Weeks**

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**August 12, 2024**  
**Department of Consumer Affairs**  
**HQ1 Hearing Room #102**  
**1625 North Market Blvd**  
**Sacramento, CA 95834**

**9:00am - 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 (**Calimay Pham**)
2. Petition for Reinstatement Hearing
  - a) Randy Mitchell, Petition for Reinstatement of License, Barber License #B84322
  - b) Carlos Curiel, Petition for Reinstatement of License, Barber License #B90842
  - c) Antonio Galaviz, Petition for Reinstatement of License, Barber License #B99170

**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 (**Calimay Pham**)
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 6, 2024, and June 24, 2024, 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
  - e) Strategic Plan Update
8. Overview of the Bureau for Private Postsecondary Education's Regulatory Oversight of Barbering and Cosmetology Schools
9. Review and Discussion of the Mobile Inspection Program
10. Pre-Apprentice Training Demonstration
11. Discussion and Possible Action on Proposed Bills:
  - a) AB 1328 (Gipson) Cosmetology Licensure Compact
  - b) AB 2166 (Weber) Barbering and cosmetology: hair types and textures
  - c) AB 2444 (Lee) Barbering and cosmetology: licensees: manicurists
  - d) AB 2862 (Gipson) Licenses: African American applicants
  - e) SB 817 (Roth) Barbering and cosmetology: application, examination, and licensing fees
  - f) SB 1451 (Ashby) Professions and vocations
12. Discussion and Possible Action Regarding Rulemaking Proposals:
  - a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) sections 904, 909, 931, 932, 937, 962, and 998, and Repeal sections 928, 934, 950.1, 950.2, 950.3, and 950.4 (SB 803 Clean Up)
  - b) 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)
  - c) Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprenticeship Training)
  - d) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)
  - e) Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)
  - f) Update Regarding Rulemaking to Amend Title 16, CCR section 911 (Out of State License Certifications)
  - g) Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters)
  - h) Update Regarding Rulemaking to Amend Title 16, CCR section 974.2 (Disciplinary Review Committee Clean Up)
  - i) Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)
  - j) Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)

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 or modification in order to participate in the meeting may make a request by contacting: Allison Lee at (279) 278-5107, email: [allison.lee@dca.ca.gov](mailto:allison.lee@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.

*Agenda Items*

*No. 1-5*

*No Attachments*

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

**BOARD MEETING**

**MINUTES OF MAY 6, 2024**

**BOARD MEMBERS PRESENT**

Calimay Pham, President  
Megan Ellis  
Kellie Funk  
Reese Isbell  
Yolanda Jimenez  
Colette Kavanaugh  
Tamika Miller  
Steve Weeks

**STAFF MEMBERS PRESENT**

Kristy Underwood, Executive Officer  
Carrie Harris, Deputy Executive Officer  
Allison Lee, Board Project Manager  
Sabina Knight, Legal Counsel

**BOARD MEMBERS ABSENT**

Tonya Fairley, Vice President  
Danielle Munoz  
Jacob Rostovsky

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

Calimay Pham, Board President, called the meeting to order at approximately 9:00 a.m. and confirmed the presence of a quorum.

**2. AGENDA ITEM #2: Petition for Reinstatement Hearing**

- a. Kaying Elmer, Petition for Reinstatement of License, Cosmetologist License #KK161680
- b. Beatriz Castillo, Petition for Reinstatement of License, Cosmetologist License #KK371315

**CLOSED SESSION:** Pursuant to Government Code section 11126 (c) (3), the Board met in closed session to deliberate on the above petitions.

**3. AGENDA ITEM #3: Board President's Welcome (Calimay Pham)**

President Pham adjourned closed session and reconvened the meeting at approximately 10:50am. Ms. Pham welcomed everyone and acknowledged Asian American, Native Hawaiian, and Pacific Islander Heritage Month. She encouraged participation in the celebrations and highlighted the contributions of these communities to the state's history and diversity, including their impact in the industry.

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

Yolanda Jimenez informed shared that she would be defending her dissertation on the 15th of the month, receiving congratulations in response.

**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**

Yvonne Dorantes, the Assistant Deputy Director, greeted everyone and expressed her gratitude for the opportunity to provide updates. She began by acknowledging Public Service Recognition Week, expressing appreciation for the dedication of over 3,000 DCA employees in safeguarding California consumers. She mentioned a recent meet and greet with Secretary Tomiquia Moss, where DCA leaders discussed priorities for the business, consumer services, and housing agency.

Transitioning to Federal Title 9 Financial Aid Funding, Ms. Dorantes detailed a new regulation affecting non-degree school programs approved by boards and bureaus, starting July 1st, 2024. She explained that non-compliant programs would lose eligibility for Federal Title 9 Funding after this date but noted the exercise of enforcement discretion until January 1st, 2025. She also cautioned about an increase in scams targeting licensees, cautioning against false claims of investigations and urging vigilance.

She then provided an update on Diversity, Equity, and Inclusion (DEI) efforts, mentioning the quarterly meeting of the DEI Steering Committee and upcoming meeting on July 26th. Ms. Dorantes emphasized the availability of free courses on the learning management system to enhance DEI knowledge. Additionally, she detailed recent outreach initiatives with the Consulate of Mexico, aimed at sharing consumer licensing information and fostering partnerships.

Further, Ms. Dorantes reminded board members about the submission deadline for travel expense claims and upcoming virtual board member orientation training sessions scheduled for June 18th and October 22nd. She concluded her presentation by expressing appreciation for the nearly 100% compliance rate in submitting Form 700.

**6. AGENDA ITEM #6: Discussion and Possible Approval of the February 26, 2024, Board Meeting Minutes**

**Motion:** Reese Isbell motioned to approve the February 26, 2024, Board Meeting Minutes. Yolanda Jimenez seconded the motion.

**Public Comment:** There were no public comments.

**Roll Call Vote:** Motion carried: 8 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted “Yes”: Calimay Pham, Megan Ellis, Kellie Funk, Reese Isbell, Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Steve Weeks

## **7. AGENDA ITEM #7: Executive Management Reports**

### **a. Administration and Operations:**

Kristy Underwood began her report by addressing administrative and operational matters. She noted progress in filling vacancies, reporting only one vacancy. She also highlighted the successful relocation of their office to the DCA main headquarters building, expressing satisfaction with the new facility's location. Moving on to budget updates, Ms. Underwood mentioned the expenditure freeze and noted the exemption process for necessary purchases. She then touched upon the fund condition, stating no significant changes.

### **b. Licensing, Examinations, and Disciplinary Review Appeals**

Transitioning to the Licensing Exams and Disciplinary Review Committee, Ms. Underwood mentioned a decrease in vacant positions and highlighted efforts to address the high volume of emails. She reported progress in reducing pending emails and discussed challenges in filling limited-term positions. Regarding deficiency letters sent via email, Ms. Underwood confirmed that licensees could reply directly via email, streamlining the process. She then provided updates on quarterly application numbers, noting an increase, and shared improvements in written exam results, particularly for first-time test takers.

Ms. Underwood highlighted the importance of analyzing pass/fail rates, especially for first-time test takers, and discussed plans to provide a comprehensive report on apprentice programs at the next meeting. She also mentioned efforts to address low pass rates among Spanish-speaking candidates and collaboration with accrediting agencies and the Bureau for Private Postsecondary Education.

Kristy Underwood proceeded to discuss license issuance, noting 8,925 licenses issued in the last quarter, bringing the total number of current licensees to 640,034. She then introduced survey results conducted at renewal time, explaining its purpose and the impact of the COVID-19 pandemic on survey responses. The survey aimed to gather information on establishment ownership, employment status, and working frequency. Ms. Underwood noted the significance of identifying licensees who are not actively working in the industry, as many retain their licenses indefinitely. She elaborated on the survey responses, indicating that approximately 50% of establishment owners reported having independent contractors, while the employment status survey revealed insights into the proportion of full-time and part-time employees, salon owners, and individuals not working in the industry. She concluded the survey discussion by noting additional



questions regarding licensees' employment identification, providing a comprehensive overview of the workforce landscape within the industry.

The subsequent update covered disciplinary reviews. Currently, Los Angeles has 33 appeals, San Diego has 44, and the North has 29. The Board plans to wait for more cases before scheduling the next Disciplinary Review Committee hearing to ensure cost-effectiveness.

**c. Enforcement, Inspections, and Cite and Fine**

The enforcement report shows one vacant position that is in the process of being filled. It highlighted 25 cases referred to the attorney general in the last quarter. Additionally, the Board received an average monthly intake of 1300 to 1400 complaints. Detailed breakdowns of complaint categories and enforcement statistics were provided within the report.

Kirsty Underwood continued with an update on the schools, inspections, and cite and fine report. The inspections unit has one vacancy in San Bernardino, and the cite and fine unit has three vacancies, with two already filled. There are 265 approved schools with nine open cases under investigation. The Board received 34 cases in the third quarter. Inspection and citation statistics were discussed, highlighting the impact of staffing levels on inspection numbers. The report also covered requests for payment notices and the handling of violations with no fines assessed. Questions were raised regarding the process of payment notice issuance and the handling of school cases, which are typically referred to the Bureau for Private Postsecondary Education.

**d. Outreach**

Kristy Underwood proceeded with the outreach update, acknowledging limitations on travel but emphasizing continued efforts to spread awareness. Meet the Employer events have been ongoing, including recent virtual meetings with the Stockton Unified School District. These events serve both the Board and the department by facilitating understanding of state job processes. Additionally, the department's email communication and social media postings remain active. Despite personnel changes, outreach efforts continue successfully.

**e. Strategic Plan Update**

Ms. Underwood completed her presentation with an update on the Strategic Plan, highlighting ongoing initiatives. She discussed efforts to promote vacant positions through events like Meet the Employer, aiming to increase awareness. The completion of the SB 803 cleanup regulatory package was noted, along with progress on the pre-apprentice training course, pending final regulations. Additionally, a simplified Chinese web page was developed to accommodate the increasing number of Chinese-speaking licensees, with plans to expand translation services further. President Pham suggested

involving licensees in translation reviews to ensure clarity and suitability, proposing the establishment of a database or working group for this purpose.

Ms. Underwood elaborated on Task 4.3.3, which involved a mobile inspection initiative funded by a grant, slated to launch in September. The project aims to streamline inspection processes, with inspectors using iPads or tablets to conduct inspections and immediately email reports. Steve Weeks expressed excitement about the long-overdue initiative, and Ms. Underwood acknowledged the Board's enthusiasm. The discussion concluded with mentions of ongoing publications and outreach efforts as part of the strategic plan, extending until 2027.

### **Public Comment on the Executive Management Reports:**

Ken Williams, a former Board member, salon and school owner, emphasized his advocacy for the Board and highlighted the challenges facing the industry. Mr. Williams voiced concerns raised by his students regarding the reduction of course hours, attributing it to declining pass rates and inadequate training. He underscored the importance of maintaining high standards and urged the Board to consider the implications of recent changes. Despite his concerns, he expressed appreciation for the Board's efforts and hoped for continued collaboration to ensure the industry's success.

Mary Ruiz, an educator, echoed Ken Williams' concerns about the impact of reduced course hours on students and educators. She emphasized the limitations they face in providing comprehensive training and preparing students adequately for the industry. Ms. Ruiz highlighted the potential risks to clients' safety and emphasized the importance of considering the broader implications of such changes. She urged the Board to prioritize consumer protection and ensure that stylists are adequately trained to meet client needs.

Seth Caplan from Crew Institute of Cosmetology and Barbering suggested that the Board consider showcasing the outcomes of licensure for apprentices on social media. It was clarified that such information is available online but not specifically on social media platforms. Furthermore, he raised concerns about the potential impact of reduced course hours on State Board passing rates. He stated that his institute currently teaches 1,200 hours exclusively dedicated to barbering, maintaining a consistently high passing rate. However, he stressed the importance of the additional 200 hours for comprehensive preparation for the State Board exam.

Robbie Barry raised concerns about the reduction of course hours from 1,600 to 1,000, questioning whether it aimed to ease oversight by the Board or encourage students to pursue continual education. Ms. Underwood clarified that the reduction in licensing hours was mandated by the legislature during the Sunset Bill process.

Fred Jones from the Professional Beauty Federation emphasized that the legislature's decision to reduce educational hours has created market pressures for schools to follow suit or risk losing students. He highlighted challenges arising from SB 803, which

reduced licensing hours for cosmetology and barbering. This reduction may lead to cuts in essential areas like State Board exam preparation. Additionally, he expressed concerns about new legislative mandates, such as teaching textured hair within the reduced hours, urging the Board to provide an industry perspective on future policy decisions.

**8. AGENDA ITEM #8: Report on the April 22, 2024, Licensing and Examination Committee Meeting (Steve Weeks, Chairperson)**

Chairperson Steve Weeks provided an update on the Licensing and Examination Committee's meeting held on April 22nd. The committee focused on addressing cleanup language to close potential loopholes that could allow previously disciplined establishment owners to reenter the system unnoticed. This could involve changes in regulations to identify such individuals shielded through corporations or other entities. The committee, along with staff and legal counsel, will review this issue further and present their findings. Currently, there are no specific recommendations to the Board, but updates are expected soon.

**9. AGENDA ITEM #9: Report on the March 25, 2024, and April 22, 2024, Legislative and Budget Committee Meetings, Consideration of Committee Recommendations and Possible Action on Proposed Bills (Reese Isbell, Chairperson)**

Chairperson Reese Isbell provided an update on the Legislative and Budget Committee's recent meetings held on March 25th and April 22nd. The committee deliberated on follow-ups from the prior board meeting, decisions taken at that time, and any new developments. They also recommended positions on active legislation. Mr. Isbell then deferred to Kristy Underwood to provide an overview of the bills discussed during these meetings.

**a) AB 1328 (Gipson) Cosmetology Licensure Compact**

Kristy Underwood proceeded to outline AB 1328, concerning the cosmetology licensure compact. This bill, initially a 2-year measure, is pending a hearing. However, the date for the hearing has not yet been set, so the Board will await further developments.

**b) AB 2166 (Weber) Barbering and cosmetology: hair types and textures**

Ms. Underwood then addressed AB 2166, also known as the hair types and texture bill. She informed the Board that this bill has progressed from the Assembly to the Senate. The Board had previously supported this bill during a meeting in February, and there have been no amendments to its content since then.

**c) AB 2412 (Reyes) Healing arts: California Body Contouring Council: practitioners**

AB 2412, also known as the California Body Contouring Bill, has been withdrawn by the sponsor and author. Kristy Underwood had a brief conversation with the author, who indicated that the bill's intended amendments were not aligned with its original purpose. As a result, they decided to pull the bill to further refine its content. She anticipates future discussions on the bill's direction, considering its potential impact on industry licensees involved in body contouring. Chairperson Isbell then mentioned the motion from the previous meeting to draft a letter expressing the Board's views on the bill, but Ms. Underwood clarified that it was unnecessary due to the bill's withdrawal.

**d) AB 2444 (Lee) Barbering and cosmetology: licensees: manicurists**

Ms. Underwood discussed AB 2444, which concerns updating information sent to licensees regarding labor information. Originally, the bill proposed requiring a video, but it has since been amended to embed certain labor information into the actual license applications. The Board previously opposed the bill but discussed its significance at the committee meeting, particularly considering upcoming changes in labor laws affecting manicurists. It is unclear what specific language the bill intends to include in the Board's applications, potentially leading to a significant increase in the length of the application. The Board faces a considerable expense, projected to be no less than \$617,171, to fulfill these requirements.

Ms. Underwood had informal discussions with the Department of Industrial Relations (DIR) regarding the bill's implications, including concerns about increased paperwork and the complexity of labor law information. The DIR expressed similar concerns, particularly regarding the costs involved and the potential burden on licensees. Concerns also arise regarding the feasibility of applicants reading extensive information provided on paper forms. Additionally, placing laws specific to the DIR within the board's laws raises concerns about responsibility and workload distribution. Staff also anticipates challenges in managing an influx of inquiries without appropriate expertise.

Reese Isbell expressed gratitude for the information shared, highlighting extensive discussions held in committee meetings regarding the bill. He inquired about any recent communication with the author's office. Ms. Underwood mentioned meetings with the sponsors, but not with the author's office directly. Chair Isbell reiterated concerns about the fiscal implications of the bill, emphasizing that it introduces a new mandate outside the Board's purview and could be more efficiently handled by other entities like the DIR. He questioned why the bill is not originating from labor groups and suggested exploring alternative approaches, such as targeted outreach to specific communities, rather than a statewide mandate. He noted that while the intent behind the legislation is understood, the committee still recommends an opposed position. Kristy Underwood confirmed the need for a motion due to recent amendments to the bill.

President Pham highlighted ongoing discussions about the bill within the committee. She noted concerns about the language of the bill, particularly regarding the ongoing obligation it would impose on the Board compared to the one-time responsibility of the DIR. Ms. Pham emphasized the need to consider the significant cost and paperwork demands associated with the bill, as well as its lack of targeting toward the intended audience. While acknowledging the importance of the bill's message, she advocated for exploring alternative solutions and expressed a stance of opposition to the bill in its current form.

Kellie Funk expressed the need for clarification regarding the recipients of the labor law information, confirming if it is intended for establishment owners or individual licensees. Kristy Underwood clarified that the information would be disseminated to all license holders. Ms. Funk then expressed openness to hearing public input on the matter and suggested collaboration to address concerns about the logistical challenges posed by the bill's implementation, particularly its indefinite time frame.

President Pham suggested addressing any questions from the board members regarding the bill before proceeding. Kristy Underwood clarified that manicurists are undergoing a legal change related to the ABC test, necessitating the provision of specific labor law information. The DIR would develop this language; however, the bill mandates its continuous inclusion in the Board's applications. This requirement poses a challenge due to the substantial number of licensees, amounting to over 630,000. After ensuring there were no further clarifications needed, President Pham opened the floor to public comment.

**Public Comment on AB 2444:**

Catherine Porter, Senior Policy Consultant for the California Healthy Nail Salon Collaborative, expressed concerns and suggestions regarding the bill. While acknowledging the idea of direct outreach to licensees, she emphasized the cost efficiency of mail dissemination compared to other methods like town halls. While email or text distribution would be preferable, contact information is voluntary, making it impossible to reach all licensees electronically. Ms. Porter proposed reducing the labor law language to just 2 or 3 pages, aiming to cut costs to around \$75,000. Finally, she underscored the importance of workplace safety and well-being, urging the Board to reconsider and expressing readiness to collaborate further.

Joanne Nguyen, speaking through a Vietnamese interpreter, identified herself as a nail salon worker from Los Angeles with over eight years of experience. As a W-2 employee with health benefits and paid sick time, she underscored the importance of proper classification. She noted that many nail technicians are misclassified, resulting in a lack of benefits. She expressed support for AB 2444, emphasizing its aim to provide training and resources in her native language to help workers understand labor laws. She urged the Board to vote in favor of the bill, citing its potential to benefit both workers and customers.

Trish Nguyen, speaking through a Vietnamese interpreter, introduced herself as a manicurist from Orange County with seven years of experience, including five years as a nail salon owner. She shared her personal experience of falling ill due to chemical exposure and later being diagnosed with cancer. During her treatment, she discovered that she was incorrectly classified as an independent contractor, which deprived her of health benefits and paid sick leave. Despite her proficiency in English for work, understanding labor laws proved challenging. Ms. Nguyen emphasized the importance of AB 2444 in providing labor law resources and updated information in multiple languages for both salon owners and workers. She urged the BBC to fully support the bill, emphasizing its potential to enhance industry safety and awareness.

Kieu Anh Do, speaking through an interpreter, shared her nine-year experience as a manicurist. She highlighted her initial attraction to the profession due to its flexibility and basic English proficiency standards. Drawing a comparison to her previous job in an electronics factory where she enjoyed employee benefits, she described the stark difference in worker rights in the manicurist industry. Her limited English skills compounded her challenges in understanding labor laws, leaving her unaware of her entitlements. She expressed her support for AB 2444, emphasizing its importance in informing and safeguarding workers in the nail salon industry. Ms. Do urged the Board's support for the bill, thanking them for their attention.

Fred Jones, representing the Professional Beauty Federation, discussed the history of AB 5 and its impact on the beauty industry. He highlighted his involvement in drafting language to provide exemptions for salons from the ABC test, which posed challenges for businesses utilizing independent contractors. Mr. Jones emphasized the additional requirements imposed on the beauty industry to legitimize independent contractor salons. He noted a sunset provision specific to the manicuring sector, attributed to prior negative publicity. Mr. Jones advocated for equitable treatment, proposing an extension or removal of the sunset provision for manicurists.

Kellie Funk expressed optimism about reducing the labor law language to two or three pages as a promising option. Steve Weeks acknowledged the bill's good intentions but emphasized the potential burden on the Board. The Board discussed concerns about the clarity of the bill's language and the ongoing costs associated with it. Kristy Underwood emphasized the need to vote based on the current written version of the bill. Megan Ellis and Reese Isbell expressed gratitude to the public for their input and Mr. Isbell reiterated concerns about the bill's logistical challenges.

**Motion:** Steve Weeks moved to oppose Assembly Bill 2444, and Reese Isbell seconded.

**Public Comment:** Fred Jones elaborated on the nuances between different motions. He referenced a recent instance with the Weber bill where a "support if amended" motion led to minimal debate and quick passage through various committees. He expressed regret for supporting that motion and indicated his agreement with the Board's current opposed position regarding AB 2444.

**Roll Call Vote:** Motion carried: 8 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted "Yes": Calimay Pham, Megan Ellis, Kellie Funk, Reese Isbell, Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Steve Weeks

**e) AB 2862 (Gipson) Licenses: African American applicants**

Kristy Underwood introduced AB 2862, a bill that aims to prioritize African American applicants, particularly those descended from enslaved individuals, within the department. The bill presents logistical challenges as it could slow down the processing times for other applicants and lacks clarity on how the information would be obtained. The committee recommended a watch position, considering the fiscal impact and uncertainty surrounding the bill's implementation. Reese Isbell emphasized that while the intentions behind the legislation are commendable, the logistics pose significant concerns. President Pham expressed agreement with these concerns, pointing out the lack of clarity in the bill's language. Given the uncertainties, Megan Ellis suggested maintaining a watch position, considering the bill's potential revisions in the Judiciary Committee. However, with the bill moving swiftly to the Appropriations Committee and the substantial fiscal impact, a watch position might not be prudent. Megan Ellis suggested an "oppose unless amended" position, but President Pham highlighted the need for clarity on the specific amendments to be proposed. Given the lack of transparency, the Board discussed taking an oppose position.

**Motion:** President Pham made a motion to oppose Assembly Bill 2862. Colette Kavanaugh seconded the motion.

**Public Comment:**

Fred Jones from the Professional Beauty Federation shared some historical context, reflecting on his extensive career in policymaking. He emphasized the importance of considering unintended consequences and the reality of good intentions leading to undesirable outcomes. He highlighted the significant improvements in exam waiting times under Kristy Underwood's leadership, suggesting that there is no longer a need for the proposed bill. He advocated for an opposition position, considering the current efficiency in the industry.

Seth Caplan from the Crew Institute of Cosmetology and Barbering echoed Mr. Jones's sentiments, noting the efficiency of the current State Board exam process. He noted the rapid turnaround times for exams, especially for Veterans, suggesting that a little more time between graduation and exam scheduling could benefit students. He emphasized the importance of adequate preparation time for students to ensure they are fully ready for the exam.

Reese Isbell raised a question regarding the stance of other boards under the Department of Consumer Affairs (DCA) regarding the bill. Sabina Knight stated that according to the most recent analysis in mid-April, only the Respiratory Care Board had

adopted a position of opposition unless amended, while two organizations supported the bill and one opposed it. Kristy Underwood added that not all boards may have voted or had their positions included in the analysis document. Mr. Isbell expressed concerns about opposing the bill due to its concept but understood the reasoning behind the opposition. Ultimately, he stated his intention to abstain from voting.

**Roll Call Vote:** Motion carried: 7 yes, 0 no, and 1 abstain, per the following roll call vote:

- Committee Members voted “Yes”: Calimay Pham, Megan Ellis, Kellie Funk, Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Steve Weeks
- Committee Member abstained: Reese Isbell

**f) SB 817 (Roth) Barbering and cosmetology: application, examination, and licensing fees**

Kristy Underwood provided an update on SB 817, a two-year bill aimed at refining the application process for hair stylists. The bill stalled in the Appropriations committee and is unlikely to progress further. However, she noted that the clean-up language would be included under SB 1451. Therefore, no action was taken on the bill.

**g) SB 1084 (Nguyen) Barbering and cosmetology: Hairstyling License**

SB 1084, introduced by Senator Nguyen, aimed to deregulate the hair stylist license. However, the author has withdrawn the bill, indicating that it will not proceed further.

**h) SB 1451 (Ashby) Professions and vocations**

SB 1451, sponsored by Senator Ashby, who chairs the Business and Professions Committee, is an Omnibus Bill that incorporates language regarding the hair stylist fee. This bill aims to align the fee structure for hair stylist licenses with other licensing fees, separating the licensing fee from the application and exam fee, which reflects the actual cost to the Board. The committee recommends supporting this bill.

**Motion:** Kellie Funk made a motion to support Senate Bill 1451. Megan Ellis seconded.

**Public Comment:** There was no public comment.

**Roll Call Vote:** Motion carried: 8 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted “Yes”: Calimay Pham, Megan Ellis, Kellie Funk, Reese Isbell, Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Steve Weeks



**10. AGENDA ITEM #10: Discussion and Possible Action Regarding Rulemaking Proposals:**

- a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) sections 904, 909, 931, 932, 937, 962, and 998, and Repeal sections 928, 934, 950.1, 950.2, 950.3, and 950.4 (SB 803 Clean Up)
- b) Update Regarding Rulemaking Proposal 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);
- c) Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprenticeship Training);
- d) Update Regarding Rulemaking Proposal to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs);
- e) Update Regarding Rulemaking Proposal to Amend Title 16, CCR section 977 et seq. (Health and Safety);
- f) Update Regarding Pending Rulemaking Proposal to Amend Title 16, CCR section 911 (Out of State License Certifications);
- g) Update Regarding Pending Rulemaking Proposal to Amend Title 16, CCR section 931 (Interpreters)
- h) Update Regarding Pending Rulemaking Proposal to Amend Title 16, CCR Section 974.2 (Disciplinary Review Committee Clean Up);
- i) Discussion and Possible Action to Initiate a Rulemaking and Amend Title 16, CCR section 972 (Disciplinary Guidelines)
- j) Discussion and Possible Action to Initiate a Rulemaking and Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)

Kristy Underwood stated that the SB 803 cleanup regulations were submitted to the Office of Administrative Law, with feedback expected by June 3, 2024. Board staff are currently working on the Pre-Apprentice Training, Out of State License Certifications, and Interpreters regulation packages, but there are no significant updates to report at this time. The Apprenticeship, Schools and Externs, Health and Safety, and Disciplinary Review Committee Clean Up packages are pending further development.

Kristy Underwood then moved on to discussing the disciplinary guidelines. These guidelines have not been updated since 2010. She clarified an error on page two of the document where "Dental Practice Act" should have read "Board of Barbering and Cosmetology Act." Ms. Underwood explained that the changes listed on page three of the memo reflect updates incorporated by reference into the regulations. While the regulatory language itself is brief, the full disciplinary guidelines document is submitted to the Office of Administrative Law as part of the regulations. She summarized the key changes made in collaboration with legal counsel and enforcement staff, noting the detailed updates.

**Motion:** Kellie Funk made a motion to approve the proposed regulatory text for Title 16, CCR Section 972 as set forth in Attachments 1 and 2, direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business, Consumer Services, and Housing Agency for review. If the Board does not receive any objections

or adverse recommendations specifically directed at the proposed action or to the procedures followed by the Board in proposing or adopting this action, authorize the Executive Officer to take all steps necessary to initiate the rulemaking process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the Executive Officer to take all steps necessary to complete the rulemaking and adopt the proposed regulations at Section 972 as noticed. Megan Ellis seconded the motion.

**Public Comment:** There was no public comment received.

**Roll Call Vote:** Motion carried: 8 yes, 0 no, and 0 abstain, per the following roll call vote:

Committee Members voted “Yes”: Calimay Pham, Megan Ellis, Kellie Funk, Reese Isbell, Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Steve Weeks

The last regulation package pertains to the remedial education program established by SB 384, effective January 1, 2024. Ms. Underwood highlighted that the proposed regulations include several key components. First, they outline the process for notifying licensees about the remedial education option and set the eligibility criteria for the program. Additionally, the regulations specify the subject matter content for the remedial education and detail the conditions for accepting the Board's offer. This includes enrolling in and completing an online remedial education program administered by the Board for a non-refundable fee of \$55, which is based on the cost of similar pre-apprentice training programs. The regulations also describe how licensees should provide proof of completion and the conditions for complying with any final citation order.

**Motion:** Colette Kavanaugh moved to approve the proposed regulatory text for Title 16, CCR Section 974.4 as set forth in Attachment 3, direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business Consumer Services, and Housing Agency for review. If the Board does not receive any objections or adverse recommendations specifically directed at the proposed action or to the procedures followed by the Board in proposing or adopting this action, authorize the Executive Officer to take all steps necessary to initiate the rulemaking process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the Executive Officer to take all steps necessary to complete the rulemaking and adopt the proposed regulations at Section 974.4 as noticed. Kellie Funk seconded the motion.

Steve Weeks inquired whether the online course would be generic or tailored to individual license types. Kristy Underwood responded that the course would be largely generic to cover all essential areas. However, she acknowledged that certain elements, like foot spa training, would not be relevant for all license types, such as barbers. The

primary focus will be on health and safety laws applicable to all. She also mentioned that the course could be beneficial for future reinstatement hearings.

**Public Comment:** There was no public comment submitted.

**Roll Call Vote:** Motion carried: 8 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted "Yes": Calimay Pham, Megan Ellis, Kellie Funk, Reese Isbell, Yolanda Jimenez, Colette Kavanaugh, Tamika Miller, Steve Weeks

**11. AGENDA ITEM #11: Establishment of Committee to Hear Withdrawal of Approval of Apprenticeship Program Sponsor pursuant to California Code of Regulations Title 16 Section 913.1(d)**

Kristy Underwood introduced the next agenda item, focusing on the apprenticeship program, which has faced ongoing issues. She explained that the Board is exploring its role in maintaining the program's standards. Currently, there is a provision allowing the Board to withdraw a program sponsor's approval, though it has never been exercised. After consulting with their Deputy Attorney General liaison, they determined the need to establish a committee like the DRC but focused on program sponsors. This committee would handle cases where program sponsors fail to meet required standards, such as lacking a Local Education Authority (LEA).

President Pham inquired whether this committee would have a rotating membership like the DRC or be composed of a set group. Ms. Underwood recommended a fixed membership, noting that the committee would not need to meet frequently once initial issues are addressed. Ms. Pham also asked if meetings would be in-person, to which Ms. Underwood confirmed they would be held in-person in Sacramento.

Steve Weeks asked if specific causes for disciplinary action would be outlined. Ms. Underwood clarified that causes, such as not having an LEA, would be specified in the Notice to Show Cause. Other issues identified include operating without a corporation's valid status and illegal activities at training facilities. These sponsors would receive detailed notices outlining their deficiencies and given 30 days to correct them. Sabina Knight compared the process to receiving a citation, where violations are clearly listed. Mr. Weeks further questioned if pass rates could be grounds for citation, but Ms. Underwood noted that regulations would need to explicitly require specific pass rates for that to be enforceable.

The discussion concluded with Kellie Funk volunteering to be part of the new committee, joined by Colette Kavanaugh, Tamika Miller, Megan Ellis, and Yolanda Jimenez.

**Public Comment:** Seth Caplan from the Crew Institute of Cosmetology and Barbering expressed his approval of the Board's efforts to address issues with the apprenticeship program. He shared his experiences as a school representative, noting that he is often

approached by so-called apprenticeship trainers who misrepresent themselves as schools. These trainers request that he provide the 230 hours of required education to their students, which he refuses, knowing it's not appropriate. Mr. Caplan also mentioned that he frequently encounters apprentices who run into problems with their training and eventually seek to enroll in his school. These apprentices often inquire if their apprenticeship hours can be transferred, which they cannot, and he revealed that some have paid exorbitant fees ranging from \$7,500 to \$10,000 for their training. He believes such practices are likely illegal and are detrimental to many individuals. He commended the Board for taking steps to address these issues and reiterating the importance of these measures in protecting people from harmful practices in the apprenticeship system.

**12. AGENDA ITEM #12: Public Comment on Items Not on the Agenda**

There were no public comments made for items not on the agenda.

**13. AGENDA ITEM #13: Suggestions for Future Agenda Items**

There were no recommendations for future agenda items.

**14. AGENDA ITEM #14: Adjournment**

There being no further business to discuss, the meeting adjourned at approximately 1:30 p.m.

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

**BOARD MEETING**

**MINUTES OF JUNE 24, 2024**

**BOARD MEMBERS PRESENT**

Calimay Pham, President  
Tonya Fairley, Vice President  
Megan Ellis  
Kellie Funk  
Reese Isbell  
Yolanda Jimenez  
Colette Kavanaugh  
Danielle Munoz  
Steve Weeks

**STAFF MEMBERS PRESENT**

Kristy Underwood, Executive Officer  
Carrie Harris, Deputy Executive Officer  
Kristy Schieldge, Regulations Counsel  
Allison Lee, Board Project Manager

**BOARD MEMBERS ABSENT**

Tamika Miller  
Jacob Rostovsky

**1. AGENDA ITEM #1: CALL TO ORDER/ ROLL CALL/ ESTABLISHMENT OF QUORUM**

Calimay Pham, Board President, called the meeting to order at approximately 9:14 a.m. and confirmed the presence of a quorum.

**2. AGENDA ITEM #2: BOARD PRESIDENT’S WELCOME**

Executive Officer Kristy Underwood introduced the meeting materials to the Board Members. The final SB 803 clean up package was filed with the Office of Administrative Law, and they provided comments on the text and forms. Many of the comments suggested non-substantive formatting and other technical corrections. Proposed changes were highlighted for ease of reference. The substantial amendment to the package requested by OAL was regarding the applicant and interpreter consenting to recording on the new “Application to Use an Interpreter” (Form #03A-126). OAL recommends that the Board make it clearer that both parties identified on the application, the applicant and the interpreter, are informed that they must consent to be recorded during the exam, otherwise the application to use an interpreter will be denied. As a result, the consent questions on pages 5 and 6 would be revised to include a notice to both the applicant and the interpreter that if the applicant and the interpreter do not both check, "Yes" in response to the Board’s request for consent to recording that this application will be denied.

Board Member Steve Weeks asked if there were any other SB 803-related items coming. Ms. Underwood stated that SB 803 granted the Board authority to administer a pre-apprentice training, however that pre-apprentice training regulation package is separate.

**Motion:** Kellie Funk moved to approve the proposed modified regulatory text and forms therein incorporated by reference as set forth in Attachment 1, direct staff to take all steps necessary to complete the rulemaking process, including preparing modified text for notice of a 15-day public comment period. If after that 15-day comment period, the Board does not receive any objections or adverse recommendations specifically directed at the modified text, the notice, or to the procedures followed by the Board in proposing or adopting this action, authorize the Executive Officer to make any non-substantive changes to the proposed regulations and rulemaking file, and adopt amendments to Title 16, CCR, sections 904, 909, 931, 932, 937, 962, and 998, and repeal sections 928, 934, 950.1, 950.2, 950.3, and 950.4 of the proposed regulations as set forth in Attachment 1. Steve Weeks seconded the motion.

**Public Comment:** No public comments were received.

**Roll Call Vote:** Motion carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote: Committee Members voted “Yes”: Calimay Pham, Tonya Fairley, Megan Ellis, Kellie Funk, Reese Isbell, Yolanda Jimenez, Colette Kavanaugh, Danielle Munoz, Steve Weeks.

### **3. AGENDA ITEM #3: PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA**

No public comments were received regarding items not on the agenda.

### **4. AGENDA ITEM #4: ADJOURNMENT**

There being no further business to discuss, the meeting adjourned at approximately 9:25 a.m.



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Website: www.barbercosmo.ca.gov



MEMORANDUM

Table with 2 columns: Field (DATE, TO, FROM, SUBJECT) and Content (August 12, 2024, Board of Barbering and Cosmetology, Maria Le, Administration and Operations Manager, Agenda Item 7a Administration/Operations Report)

Staffing

We welcomed Monica Burriss, our new executive analyst, on July 8th, 2024. Ms. Burriss is new to the state service and comes with a background in Administrative Services, Healthcare Staffing and Customer Service. The Administration/Operations Unit is now fully staffed.

Staff Training

The Board of Barbering and Cosmetology completed two trainings this past quarter with DCA's Strategic Organizational Leadership and Individual Development (SOLID) Unit.

On June 3rd, 2024, the Board's training 'Understand the Value of DEI in the Workplace' with SOLID dove into diversity, equity, and inclusion to incorporate more into the day-to-day interactions with team members. This approach ensures that each team member feels recognized, valued, and individually understood. On July 29th, 2024, the Board's training 'De-escalation Tactics for Difficult Situations' with SOLID exercised concepts and methods to support de-escalation efforts to help resolve problems more efficiently and easily.

The Board has an upcoming training 'Importance of Using Inclusive Language' with SOLID on October 21st, 2024. Our goal is to provide more ways to our team members of how to speak/write to our advantage to help people feel more welcomed and understood.

**Budget Projection Reports and Fund Condition**

Below is the Budget Report Fiscal Year (FY) 2023-24 Expenditure Projection based on Fiscal Month 11 (FM) (May 2024). Based on these projections, the Board is scheduled to revert \$2,642,192 back into the Board’s Fund.

**Board of Barbering and Cosmetology  
FM 11 Fiscal Year 2023/24  
Projected Expenditures May 2024**

Personnel Services	ALLOTMENT	BBC Projected Expenditures	Projected Year
5100 Permanent	\$6,008,000	\$4,695,594	\$1,312,406
5100 Temporary	\$587,000	\$315,005	\$271,995
5105-5108 Per Diem, Overtime & Lump Sum	\$0	\$29,900	(\$29,900)
5150 Staff Benefits	\$3,634,000	\$3,122,106	\$511,894
5170 Salary Savings	\$0	\$0	\$0
<b>Total of Personnel Services</b>	<b>\$10,229,000</b>	<b>\$8,162,605</b>	<b>\$2,066,395</b>
Operating Expenses & Equipment (OE&E)	Allotment	BBC Projected Expenditures	Projected Year End Balance
5301 General Expense	\$166,000	\$109,426	\$56,574
5302 Printing	\$250,000	\$572,646	(\$322,646)
5304 Communication	\$21,000	\$29,202	(\$8,202)
5306 Postage	\$232,000	\$27,811	\$204,189
5308 Insurance	\$4,000	\$21,229	(\$17,229)
53202-204 Travel In State	\$73,000	\$70,000	\$3,000
53206-208 Travel, Out-of-State	\$0	\$72	(\$72)
5322 Training	\$11,000	\$6,551	\$4,149
5324 Facilities Operations	\$1,022,000	\$513,299	\$508,701
53402-53403 Attorney General, OAH, C&P Services Interdept	\$1,672,000	\$747,501	\$924,499
53404-53405 Consultant & Professional Svcs. - External	\$1,646,000	\$2,398,393	(\$752,393)
5342 DCA Pro Rata	\$6,382,000	\$6,382,000	\$0
5342 Interagency Services	\$1,000	\$56,094	(\$55,094)
5344 Consolidated Data Center	\$68,000	\$0	\$68,000
5346 Information Technology	\$35,000	\$45,950	(\$10,950)
5362-5368 Equipment	\$95,000	\$95,000	\$0
5390 Other Items of Expense & Vehicles	\$43,000	\$54,729	(\$11,729)
54 Special Items and Expenses	\$0	\$15,000	(\$15,000)
<b>Total Operating Expenses &amp; Equipment</b>	<b>\$11,721,000</b>	<b>\$11,144,903</b>	<b>\$575,797</b>
<b>Total Expenses</b>	<b>\$21,950,000</b>	<b>\$19,307,508</b>	<b>\$2,642,192</b>
Schedule Reim. Other	(\$57,000)	(\$57,000)	
<b>Net Appropriation</b>	<b>\$21,893,000</b>	<b>\$19,250,508</b>	<b>\$2,642,192</b>
		<b>SURPLUS/(DEFICIT)</b>	<b>12.07%</b>



The below analysis of the Board’s Fund Condition projects to have 5.4 months in reserve for FY 2023-24. This means the Board would be able to continue to operate for 5.4 months without collecting any additional revenue. The Board is expected to receive a loan back from the General Fund in FY 2024-25, which would increase the Board’s reserve to 18.4 months.

**0069 - Barbering and Cosmetology Contingency Fund Analysis of Fund Condition**

(Dollars in Thousands)

2024-25 Governor's Budget With FM 11 Projections

	ACTUAL 2022-23	CY 2023-24	BY 2024-25	BY +1 2025-26	BY +2 2026-27
<b>BEGINNING BALANCE</b>	\$ 26,587	\$ 24,775	\$ 10,302	\$ 35,619	\$ 35,857
Prior Year Adjustment	\$ 333	\$ -	\$ -	\$ -	\$ -
Adjusted Beginning Balance	\$ 26,920	\$ 24,775	\$ 10,302	\$ 35,619	\$ 35,857
<b>REVENUES, TRANSFERS AND OTHER ADJUSTMENTS</b>					
Revenues					
4121200 - Delinquent fees	\$ 289	\$ 1,036	\$ 1,332	\$ 1,332	\$ 1,332
4127400 - Renewal fees	\$ 3,307	\$ 11,460	\$ 13,542	\$ 13,542	\$ 13,542
4129200 - Other regulatory fees	\$ 2,501	\$ 2,439	\$ 2,645	\$ 2,645	\$ 2,645
4129400 - Other regulatory licenses and permits	\$ 5,052	\$ 5,020	\$ 5,357	\$ 5,357	\$ 5,357
4143500 - Miscellaneous Services to the Public	\$ 10	\$ 3	\$ -	\$ -	\$ -
4163000 - Income from surplus money investments	\$ 638	\$ 531	\$ 199	\$ 530	\$ 523
4170400 - Capital Asset Sales Proceeds	\$ 30	\$ 1	\$ 1	\$ 1	\$ 1
4171400 - Escheat of unclaimed checks and warrants	\$ 17	\$ 13	\$ 12	\$ 12	\$ 12
4172500 - Miscellaneous revenues	\$ 4	\$ 7	\$ 8	\$ 8	\$ 8
Totals, Revenues	\$ 11,848	\$ 20,510	\$ 23,096	\$ 23,427	\$ 23,420
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	\$ -	\$ -
<b>TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS</b>	\$ 11,848	\$ 5,510	\$ 48,096	\$ 23,427	\$ 23,420
<b>TOTAL RESOURCES</b>	\$ 38,768	\$ 30,285	\$ 58,398	\$ 59,046	\$ 59,277
Expenditures:					
1111 Department of Consumer Affairs Regulatory Boards, Bureaus, Divisions (State Operations)	\$ 18,124	\$ 19,307	\$ 21,986	\$ 22,646	\$ 23,325
9892 Supplemental Pension Payments (State Operations)	\$ 316	\$ 316	\$ 250	\$ -	\$ -
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	\$ 1,197	\$ 360	\$ 543	\$ 543	\$ 543
Less funding provided by the General Fund (State Operations)	\$ -5,644	\$ -	\$ -	\$ -	\$ -
<b>TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS</b>	\$ 13,993	\$ 19,983	\$ 22,779	\$ 23,189	\$ 23,868
<b>FUND BALANCE</b>					
Reserve for economic uncertainties	\$ 24,775	\$ 10,302	\$ 35,619	\$ 35,857	\$ 35,409
Months in Reserve	14.9	5.4	18.4	18.0	17.8

**NOTES:**

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



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# MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Board of Barbering and Cosmetology
<b>FROM</b>	Michael Magat, Licensing Manager I James Zimmerman, Licensing Manager I
<b>SUBJECT</b>	<b>Agenda Item 7b Licensing, Exams, and Disciplinary Review Committee Report</b>

## LICENSING

### Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
19	3

The Board is also seeking to hire four positions on a limited term basis to establish a telephone/e-mail center.

### Examinations

The pass rates for the Board’s examination have been gradually improving. The table below shows a comparison of the pass rates for first-time test takers from 2023 to 2024:

License Type	2023 Pass %	2024 Pass %
Barber	31%	57%
Cosmetology	42%	67%
Esthetician	62%	77%
Manicurists	53%	77%
Electrology	55%	67%

*\*Based on quarter comparison.*

### Emails

The volume of e mail received via the boards general e-mail address continues to be high. These e-mail are generally checking on the status of an application, a scope of practice question or a citation question. The average number of pending e-mails is regularly 500 and a response takes approximately 3 business days.

## **Applications**

The Board saw an increase of 5,057 applications received for Fiscal Year 23/24 when compared to the prior fiscal year. The license type that saw the largest increase is cosmetology with 1,150 more initial applications. The next largest increase was in the barber initial applications which increased by 449 followed by manicuring that increased by 296. Interestingly, the number of initial applications for estheticians went down by 389 and electrologist had an increase of 29 initial applications.

The Board is maintaining an average of 2,000 applications waiting to be processed and the processing timeframe is within four weeks of receipt.

## **Licenses Issued**

The Board issued 7,564 more licenses in FY 23/24 than in FY 22/23. The largest increase was in cosmetology licenses which increased by 3,024 licenses. Barbering was the next largest increase with 1,601 more licenses issued and establishments increased by 1,403 licenses issued.

The Boards annual license population for FY 23/24 is 643,378 which is 13,303 higher than last fiscal year.

**Performance Measures****Applications Received****Quarterly Applications Received Fiscal Year 23/24**

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
<b>Personal Service Permit</b>	24	13	34	16	87
<b>Establishment</b>	2,090	1,902	2,303	2,127	8,422
<b>Mobile Unit</b>	9	3	4	5	21
<b>Barber</b>					
Initial Application	1,036	1,020	1,164	1,226	4,446
Re-Exam	1,329	1,015	1,196	1,213	4,753
<b><u>Sub-Total</u></b>	<b><u>2,365</u></b>	<b><u>2,035</u></b>	<b><u>2,360</u></b>	<b><u>2,439</u></b>	<b>9,199</b>
Reciprocity	53	40	74	64	231
Apprentice	390	312	401	398	1,501
<b>Cosmetologist</b>					
Initial Application	2,352	2,226	2,276	2,963	9,817
Re-Exam	1,884	1,938	2,103	1,897	7,822
<b><u>Sub-Total</u></b>	<b><u>4,236</u></b>	<b><u>4,164</u></b>	<b><u>4,379</u></b>	<b><u>4,860</u></b>	<b>17,639</b>
Reciprocity	562	506	640	558	2,266
Apprentice	230	207	272	294	1,003
<b>Electrologist</b>					
Initial Application	19	23	36	40	118
Re-Exam	23	10	13	28	74
<b><u>Sub-Total</u></b>	<b><u>42</u></b>	<b><u>33</u></b>	<b><u>49</u></b>	<b><u>68</u></b>	<b>192</b>
Reciprocity	1	4	-	2	7
Apprentice	-	-	-	-	-
<b>Esthetician</b>					
Initial Application	2,091	1,897	2,187	2,159	8,334
Re-Exam	1,035	906	984	1,067	3,992
<b><u>Sub-Total</u></b>	<b><u>3,126</u></b>	<b><u>2,803</u></b>	<b><u>3,171</u></b>	<b><u>3,226</u></b>	<b>12,326</b>
Reciprocity	223	209	202	219	853
<b>Manicurist</b>					
Initial Application	1,302	1,249	1,428	1,353	5,332
Re-Exam	809	641	679	686	2,815
<b><u>Sub-Total</u></b>	<b><u>2,111</u></b>	<b><u>1,890</u></b>	<b><u>2,107</u></b>	<b><u>2,039</u></b>	<b>8,147</b>
Reciprocity	274	239	285	311	1,109
<b>Hairstylist</b>					
Initial Application	1	13	12	18	44
Re-Exam	-	-	3	3	6
<b><u>Sub-Total</u></b>	<b><u>1</u></b>	<b><u>13</u></b>	<b><u>15</u></b>	<b><u>21</u></b>	<b>50</b>
Reciprocity	17	12	9	13	51
<b>Total</b>	<b>15,754</b>	<b>14,385</b>	<b>16,305</b>	<b>16,660</b>	<b>63,104</b>

## Written Exam Results

April 1, 2024 - June 30, 2024

**First Time Test Takers**

Barber	Passed	Failed	Total	Pass Rate
Chinese	1	1	2	50%
English	622	448	1,070	58%
Korean	2	0	2	100%
Spanish	30	50	80	38%
Vietnamese	11	8	19	58%
<b>Total</b>	<b>666</b>	<b>507</b>	<b>1,173</b>	<b>57%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	2	2	0%
361	559	920	39%
1	3	4	25%
29	129	158	18%
2	14	16	13%
<b>393</b>	<b>707</b>	<b>1,100</b>	<b>36%</b>

**First Time Test Takers**

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	258	90	348	74%
English	1,276	528	1,804	71%
Korean	6	10	16	38%
Spanish	49	138	187	26%
Vietnamese	86	62	148	58%
<b>Total</b>	<b>1,675</b>	<b>828</b>	<b>2,503</b>	<b>67%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
79	65	144	55%
445	623	1,068	42%
11	20	31	35%
95	286	381	25%
57	75	132	43%
<b>687</b>	<b>1,069</b>	<b>1,756</b>	<b>39%</b>

**First Time Test Takers**

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	69	36	105	66%
English	1,448	394	1,842	79%
Korean	11	3	14	79%
Spanish	13	15	28	46%
Vietnamese	50	39	89	56%
<b>Total</b>	<b>1,591</b>	<b>487</b>	<b>2,078</b>	<b>77%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
38	19	57	67%
320	351	671	48%
6	7	13	46%
13	18	31	42%
35	83	118	30%
<b>412</b>	<b>478</b>	<b>890</b>	<b>46%</b>

**First Time Test Takers**

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	58	18	76	76%
English	578	128	706	82%
Korean	3	2	5	60%
Spanish	16	30	46	35%
Vietnamese	363	123	486	75%
<b>Total</b>	<b>1,018</b>	<b>301</b>	<b>1,319</b>	<b>77%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
10	8	18	56%
105	93	198	53%
0	4	4	0%
11	26	37	30%
138	205	343	40%
<b>264</b>	<b>336</b>	<b>600</b>	<b>44%</b>

**First Time Test Takers**

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	25	13	38	66%
Korean	0	0	0	0%
Spanish	0	0	0	0%
Vietnamese	0	0	0	0%
<b>Total</b>	<b>26</b>	<b>13</b>	<b>39</b>	<b>67%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
6	13	19	32%
0	0	0	0%
0	0	0	0%
0	0	0	0%
<b>6</b>	<b>13</b>	<b>19</b>	<b>32%</b>

**First Time Test Takers**

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	3	5	8	38%
Korean	0	0	0	0%
Spanish	0	1	1	0%
Vietnamese	0	0	0	0%
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>33%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
1	0	1	100%
0	0	0	0%
0	0	0	0%
0	0	0	0%
<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>

## Written Exam Results by Educational Background

Exam passing scores for candidates coming from California school programs continue to be much higher than scores of candidates coming from apprentice programs and out of country school backgrounds.

**April 1, 2024 - June 30, 2024**

### Written Exam Results - Apprentice Program

#### First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	78	107	185	42%
Cosmetologist	53	76	129	41%
Electrologist	0	0	0	0%
<b>Total</b>	<b>131</b>	<b>183</b>	<b>314</b>	<b>42%</b>

#### Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
82	154	236	35%
77	158	235	33%
0	0	0	0%
<b>159</b>	<b>312</b>	<b>471</b>	<b>34%</b>

### Written Exam Results - Out of Country

#### First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	10	28	38	26%
Cosmetologist	247	138	385	64%
Electrologist	0	2	2	0%
Esthetician	40	30	70	57%
Hairstylist	3	5	8	38%
Manicurist	33	26	59	56%
<b>Total</b>	<b>333</b>	<b>229</b>	<b>562</b>	<b>59%</b>

#### Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
9	58	67	13%
86	136	222	39%
1	1	2	50%
19	24	43	44%
1	0	1	100%
16	19	35	46%
<b>132</b>	<b>238</b>	<b>370</b>	<b>36%</b>

### Written Exam Results - School Program

#### First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	578	372	950	61%
Cosmetologist	1,375	614	1,989	69%
Electrologist	26	11	37	70%
Esthetician	1,551	457	2,008	77%
Hairstylist	0	1	1	0%
Manicurist	985	275	1,260	78%
<b>Total</b>	<b>4,515</b>	<b>1,730</b>	<b>6,245</b>	<b>72%</b>

#### Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
302	495	797	38%
524	775	1,299	40%
5	12	17	29%
393	454	847	46%
0	0	0	0%
248	317	565	44%
<b>1,472</b>	<b>2,053</b>	<b>3,525</b>	<b>42%</b>

**Written Exam Results by Language by Educational Background**

Candidates that attended a California school continue to have a much better average pass rate overall no matter what language as compared to students from out of the country or from apprentice programs.

**April 1, 2024 to June 30, 2024**

**Apprentice Programs by Language**

**First Time Test Takers**

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	70	91	161	43%
Korean	1	0	1	100%
Spanish	7	15	22	32%
Vietnamese	0	1	1	0%
<b>Total</b>	<b>78</b>	<b>107</b>	<b>185</b>	<b>42%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	1	1	0%
74	115	189	39%
0	0	0	0%
8	37	45	18%
0	1	1	0%
<b>82</b>	<b>154</b>	<b>236</b>	<b>35%</b>

**First Time Test Takers**

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	33	22	55	60%
Korean	0	0	0	0%
Spanish	19	54	73	26%
Vietnamese	0	0	0	0%
<b>Total</b>	<b>53</b>	<b>76</b>	<b>129</b>	<b>41%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
22	35	57	39%
1	0	1	100%
53	115	168	32%
1	8	9	11%
<b>77</b>	<b>158</b>	<b>235</b>	<b>33%</b>

**Out of Country Schools by Language**

**First Time Test Takers**

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	1	1	0%
English	5	12	17	29%
Korean	0	0	0	0%
Spanish	5	14	19	26%
Vietnamese	0	1	1	0%
<b>Total</b>	<b>10</b>	<b>28</b>	<b>38</b>	<b>26%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
5	23	28	18%
0	2	2	0%
4	33	37	11%
0	0	0	0%
<b>9</b>	<b>58</b>	<b>67</b>	<b>13%</b>



**Out of Country Schools by Language (continued)**

**First Time Test Takers**

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	217	73	290	75%
English	23	26	49	47%
Korean	1	5	6	17%
Spanish	4	27	31	13%
Vietnamese	2	7	9	22%
<b>Total</b>	<b>247</b>	<b>138</b>	<b>385</b>	<b>64%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
57	37	94	61%
16	29	45	36%
4	6	10	40%
7	53	60	12%
2	11	13	15%
<b>86</b>	<b>136</b>	<b>222</b>	<b>39%</b>

**First Time Test Takers**

Electrologist	Passed	Failed	Total	Pass Rate
English	0	2	2	0%
<b>Total</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
1	1	2	50%
<b>1</b>	<b>1</b>	<b>2</b>	<b>50%</b>

**First Time Test Takers**

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	22	10	32	69%
English	14	14	28	50%
Korean	3	0	3	100%
Spanish	1	2	3	33%
Vietnamese	0	4	4	0%
<b>Total</b>	<b>40</b>	<b>30</b>	<b>70</b>	<b>57%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
10	2	12	83%
7	17	24	29%
0	0	0	0%
2	4	6	33%
0	1	1	0%
<b>19</b>	<b>24</b>	<b>43</b>	<b>44%</b>

**First Time Test Takers**

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	8	2	10	80%
English	11	11	22	50%
Korean	0	2	2	0%
Spanish	1	1	2	50%
Vietnamese	13	10	23	57%
<b>Total</b>	<b>33</b>	<b>26</b>	<b>59</b>	<b>56%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
8	4	12	67%
0	0	0	0%
0	1	1	0%
8	14	22	36%
<b>16</b>	<b>19</b>	<b>35</b>	<b>46%</b>

**Out of Country Schools by Language (continued)**

**First Time Test Takers**

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	3	4	7	43%
Spanish	0	1	1	0%
<b>Total</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>38%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
1	0	1	100%
0	0	0	0%
<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>

**School Programs by Language**

**First Time Test Takers**

Barber	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	547	345	892	61%
Korean	1	0	1	100%
Spanish	18	21	39	46%
Vietnamese	11	6	17	65%
<b>Total</b>	<b>578</b>	<b>372</b>	<b>950</b>	<b>61%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	1	1	0%
282	421	703	40%
1	1	2	50%
17	59	76	22%
2	13	15	13%
<b>302</b>	<b>495</b>	<b>797</b>	<b>38%</b>

**First Time Test Takers**

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	40	17	57	70%
English	1,220	480	1,700	72%
Korean	5	5	10	50%
Spanish	26	57	83	31%
Vietnamese	84	55	139	60%
<b>Total</b>	<b>1,375</b>	<b>614</b>	<b>1,989</b>	<b>69%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
22	28	50	44%
407	559	966	42%
6	14	20	30%
35	118	153	23%
54	56	110	49%
<b>524</b>	<b>775</b>	<b>1,299</b>	<b>40%</b>

**First Time Test Takers**

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	1	0	1	100%
English	25	11	36	69%
<b>Total</b>	<b>26</b>	<b>11</b>	<b>37</b>	<b>70%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
5	12	17	29%
<b>5</b>	<b>12</b>	<b>17</b>	<b>29%</b>

**School Programs by Language (continued)**

**First Time Test Takers**

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	47	26	73	64%
English	1,434	380	1,814	79%
Korean	8	3	11	73%
Spanish	12	13	25	48%
Vietnamese	50	35	85	59%
<b>Total</b>	<b>1,551</b>	<b>457</b>	<b>2,008</b>	<b>77%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
28	17	45	62%
313	334	647	48%
6	7	13	46%
11	14	25	44%
35	82	117	30%
<b>393</b>	<b>454</b>	<b>847</b>	<b>46%</b>

**First Time Test Takers**

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	50	16	66	76%
English	567	117	684	83%
Korean	3	0	3	100%
Spanish	15	29	44	34%
Vietnamese	350	113	463	76%
<b>Total</b>	<b>985</b>	<b>275</b>	<b>1,260</b>	<b>78%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
10	8	18	56%
97	89	186	52%
0	4	4	0%
11	25	36	31%
130	191	321	40%
<b>248</b>	<b>317</b>	<b>565</b>	<b>44%</b>

**First Time Test Takers**

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	0	1	1	0%
Spanish	0	0	0	0%
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0%</b>

**Re-Exam Test Takers**

Passed	Failed	Total	Pass Rate
0	0	0	0%
0	0	0	0%
0	0	0	0%
<b>0</b>	<b>0</b>	<b>0</b>	<b>0%</b>

Licenses Issued

The total number of licenses issued has increased from 8,925 to 10,666, a 19.5% increase from the last quarter.

**Licenses Issued Fiscal Year 23/24**

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Barber	701	898	849	1,105	3,553
Barber Apprentice	271	405	278	438	1,392
Cosmetologist	2,001	2,018	2,317	2,934	9,270
Cosmetologist Apprentice	201	221	212	306	940
Electrologist	26	16	19	33	94
Electrologist Apprentice	-	-	-	-	-
Esthetician	2,070	1,934	1,802	2,152	7,958
Manicurist	1,367	1,363	1,290	1,577	5,597
Hairstylist	2	8	9	6	25
Establishment	1,521	2,023	2,118	2,092	7,754
Mobile Unit	2	3	2	3	10
Personal Service Permit	28	16	29	20	93
<b>Totals</b>	<b>8,190</b>	<b>8,905</b>	<b>8,925</b>	<b>10,666</b>	<b>36,686</b>

Licenses Issued Last 5 Years

36,686 licenses have been issued in FY 23/24, a 26% increase from FY 22/23.

**Licenses Issued Last 5 Years**

License Type	FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY23/24
Barber	1,691	1,085	3,036	1,952	3,553
Barber Apprentice	810	874	1,422	1,398	1,392
Cosmetologist	4,810	3,153	6,901	6,246	9,270
Cosmetologist Apprentice	642	584	963	1,035	940
Electrologist	30	26	66	62	94
Electrologist Apprentice	-	-	-	-	-
Esthetician	3,699	2,887	7,505	7,601	7,958
Manicurist	3,437	2,065	4,581	4,350	5,597
Hairstylist	-	-	-	-	25
Establishment	6,937	6,302	6,604	6,351	7,754
Mobile Unit	5	8	12	11	10
Personal Service Permit	-	-	16	116	93
<b>Totals</b>	<b>22,061</b>	<b>16,976</b>	<b>31,090</b>	<b>29,122</b>	<b>36,686</b>

License Population

Compared to the previous quarter, the license population has increased from 640,034 to 643,378 a 0.52% increase.

**License Population**

Barber	39,037
Barber Apprentice	2,490
Cosmetologist	302,536
Cosmetologist Apprentice	1,693
Electrologist	1,602
Electrologist Apprentice	-
Esthetician	108,279
Manicurist	128,660
Hairstylist	25
Personal Service Permit	228
Establishment	58,751
Mobile Unit	77
<b>Total</b>	<b>643,378</b>

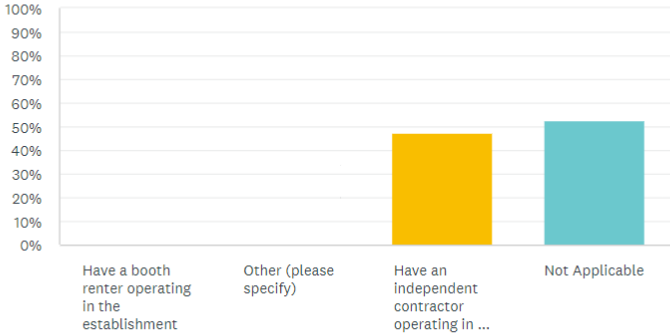
**Survey Results**

Establishments:

The Board continues to collect information regarding the type of workers within establishments. 47% percent of respondents report having independent contractors. This is slightly lower than last quarter’s responses of 50% reporting having independent contractors. The other 53% of respondents report that these categories of employment as not applicable to their establishments.

Please mark all that are applicable to your establishment

Answered: 378 Skipped: 4



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	47.35% 179
Not Applicable	52.65% 199
Total Respondents: 378	

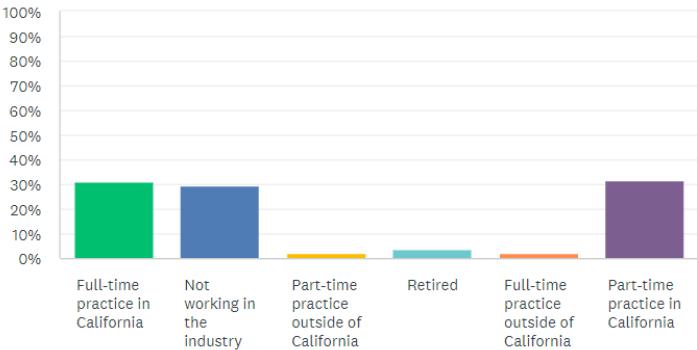
Independent Licensees:

The Board received 30,848 responses to the survey of independent licensee renewals during April through June 2024 time period. An analysis of the recent quarter’s data shows that employment status is 23.8 % of the licensees identify as employees, 35.7% as independent contractor, 8.7% Sole Owners, and 31.8% are not working in the industry.

When looking at licensees working in California who identify as having full-time vs part-time employment a significant difference in the type of employment can be identified. Licensees who work full-time are evenly distributed among those who identify as employees (39%), independent contractors (40%), salon owners (20%), with those not working in the industry being under 1%. Licensees who work part-time, however, have a higher percentage self-identified as independent contractors with 61% identified in this category. This is followed by 30% identified as employees, 6.2% as salon owners and 3.5% as not working in the industry.

Please Indicate Employment Status

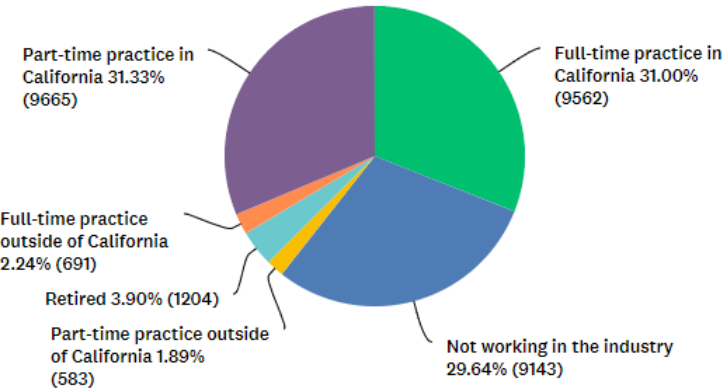
Answered: 30,848 Skipped: 148



ANSWER CHOICES	RESPONSES
Full-time practice in California	31.00% 9,562
Not working in the industry	29.64% 9,143
Part-time practice outside of California	1.89% 583
Retired	3.90% 1,204
Full-time practice outside of California	2.24% 691
Part-time practice in California	31.33% 9,665
<b>TOTAL</b>	<b>30,848</b>

Please Indicate Employment Status

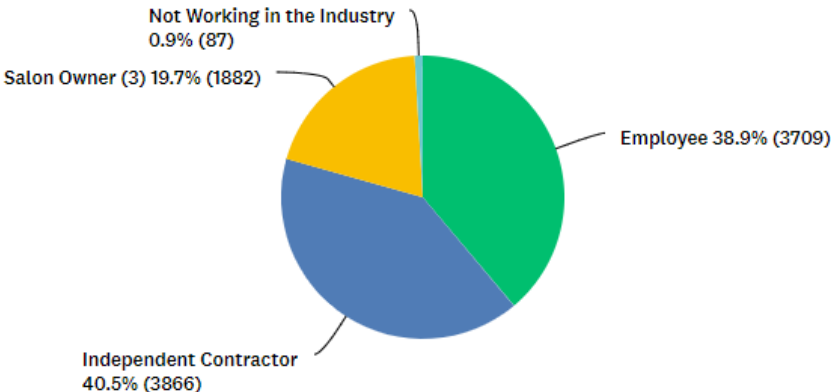
Answered: 30,848 Skipped: 148



ANSWER CHOICES	RESPONSES
Full-time practice in California	31.00% 9,562
Not working in the industry	29.64% 9,143
Part-time practice outside of California	1.89% 583
Retired	3.90% 1,204
Full-time practice outside of California	2.24% 691
Part-time practice in California	31.33% 9,665
<b>TOTAL</b>	<b>30,848</b>

### Analysis of Licensees Identified as Full-Time

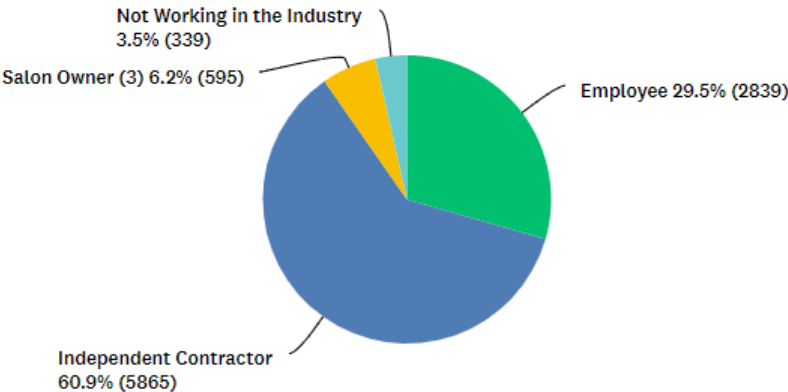
Answered: 9,544 Skipped: 18



	EMPLOYEE (1)	INDEPENDENT CONTRACTOR (2)	SALON OWNER (3)	NOT WORKING IN THE INDUSTRY (4)	TOTAL
Q2: Full-time practice in California (A)	38.9% 3,709	40.5% 3,866	19.7% 1,882	0.9% 87	100.0% 9,544
Total Respondents	3,709	3,866	1,882	87	9,544

### Analysis of Licensees Identified as Part-Time

Answered: 9,638 Skipped: 27



	EMPLOYEE (1)	INDEPENDENT CONTRACTOR (2)	SALON OWNER (3)	NOT WORKING IN THE INDUSTRY (4)	TOTAL
Q2: Part-time practice in California (A)	29.5% 2,839	60.9% 5,865	6.2% 595	3.5% 339	100.0% 9,638
Total Respondents	2,839	5,865	595	339	9,638

**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 58%. Compared to the previous quarter, for the South, the number of appeals received has increased by 15% and the amount of pending has decreased by 44%.

**Disciplinary Review Committee Appeals Fiscal Year 23/24**

Northern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	0	0	62	0	62
Received	29	32	34	16	111
Pending <sup>1</sup>	34	58	24	38	38 <sup>2</sup>

Southern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	107	58	0	119	284
Received	67	91	86	36	280
Pending <sup>1</sup>	95	117	179	100	100 <sup>2</sup>

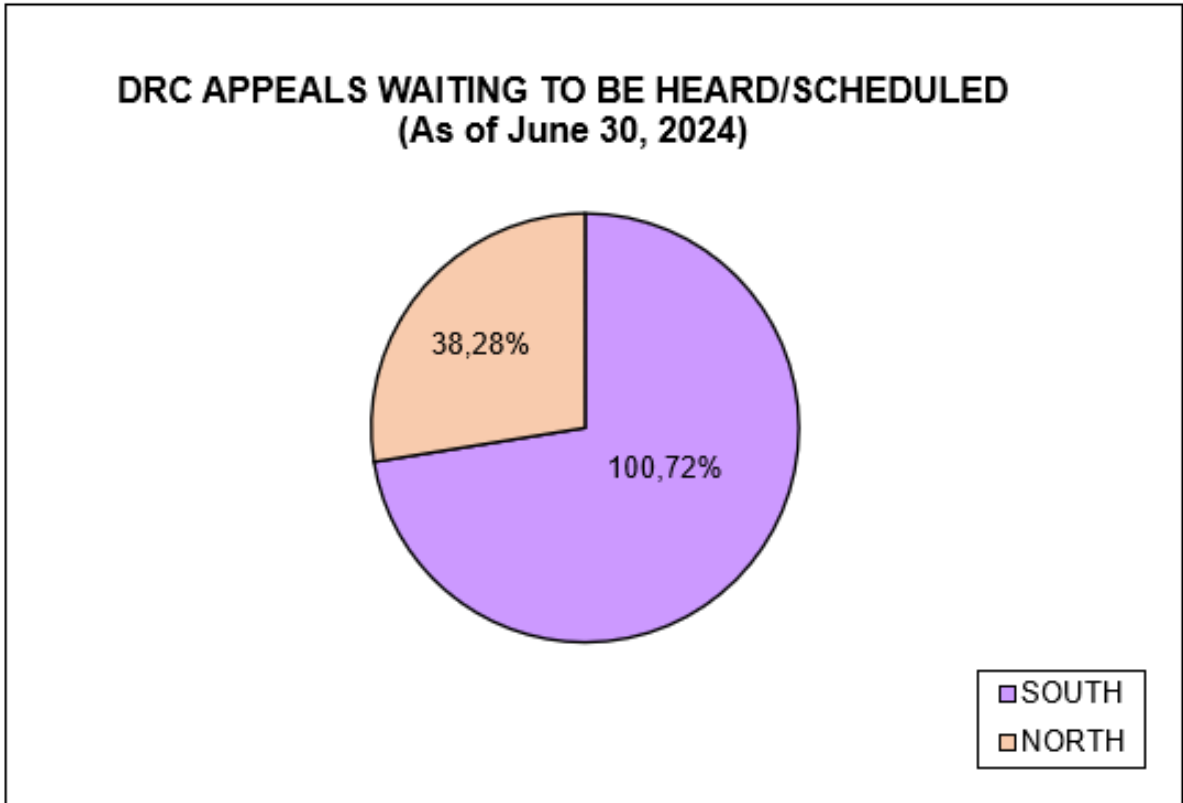
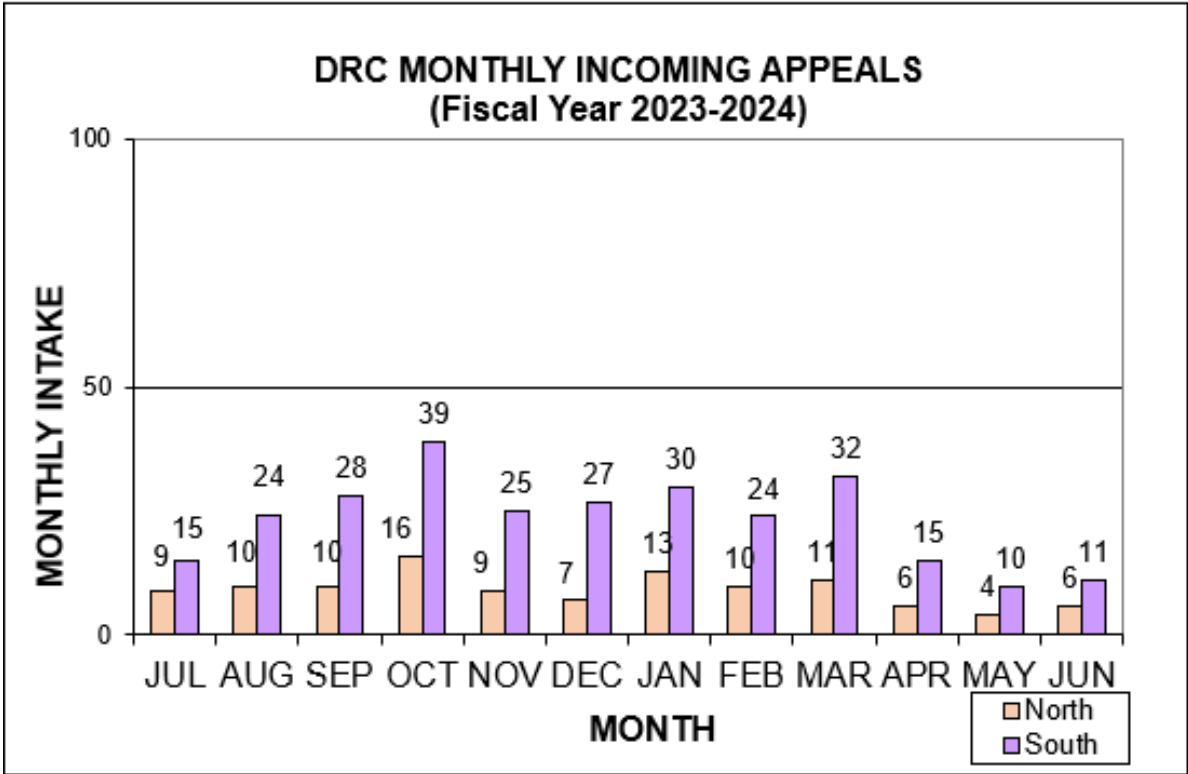
<sup>1</sup>Pending refers to the number of appeals received but not yet heard by DRC.

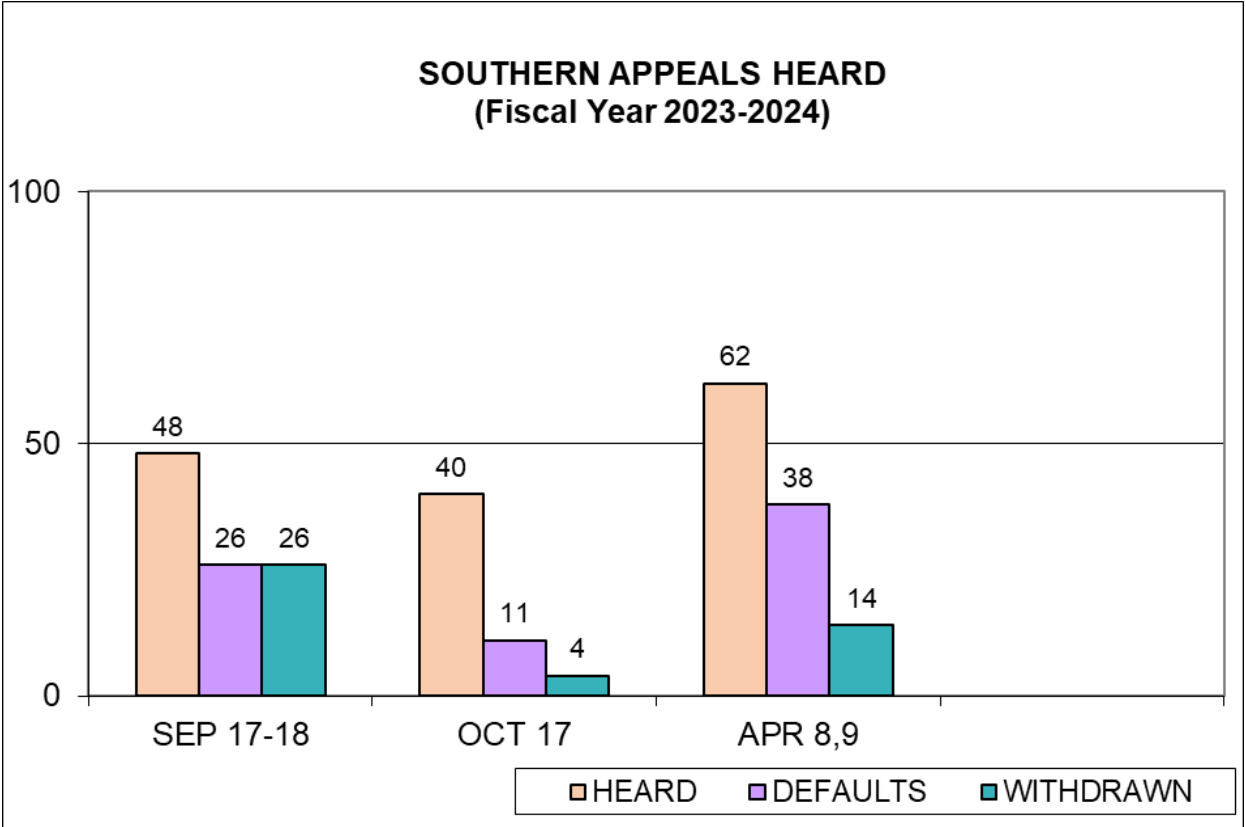
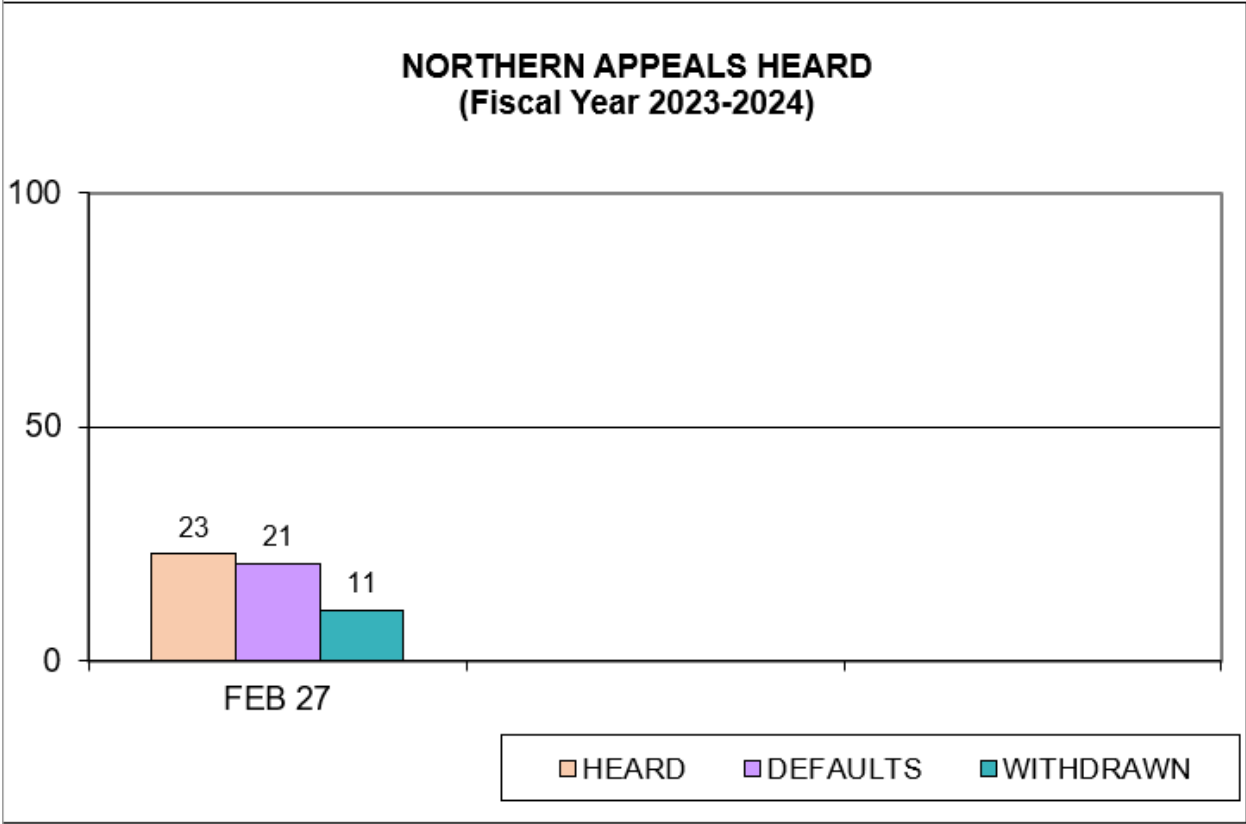
<sup>2</sup>Figure represents number of pending requests as of report date 06/30/2024.

The table below shows the number of pending appeals as of 07/01/2024.

Pending	LA	SAN DIEGO	NORTH
Pending	47	53	38









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## MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Members, Board of Barbering and Cosmetology
<b>FROM</b>	Kristy Underwood, Executive Officer
<b>SUBJECT</b>	<b>Agenda Item 7b – School and Apprentice Pass/Fail Rates</b>

The following pages contain the pass/fail rates for first time test takers for Schools and Apprentice Programs. This information is available on our website and is found under the Schools or Apprentice tabs. Individuals who are trying to decide which school or apprentice program to attend are encouraged to view these scores to help them decide which school or program to attend.

## Board of Barbering and Cosmetology

### School Exam Pass/Fail Rates for Written

July 1, 2023 through June 30, 2024

#### Barber

School Name	City	License Type	Retake Count	Pass	% Pass	Fail	% Fail
AAA BEAUTY COLLEGE	SAN DIEGO	1001	1	3	27%	8	73%
ABRAM FRIEDMAN OCCUPATIONAL CENTER, LOS ACADEMY	LOS ANGELES	1001	1	14	50%	14	50%
ACADEMY OF ESTHETICS AND COSMETOLOGY	SAN FRANCISCO	1001	1	13	68%	6	32%
ADRIAN'S BEAUTY COLLEGE OF TRACY	SAN FERNANDO	1001	1	3	50%	3	50%
ADVANCE BEAUTY COLLEGE	TRACY	1001	1	2	67%	1	33%
ADVANCE BEAUTY TECHS ACADEMY	GARDEN GROVE	1001	1	10	53%	9	47%
ALL ABOUT LOOKS - UKIAH BEAUTY COLLEGE	CORONA	1001	1	14	61%	9	39%
AMERICAN BEAUTY ACADEMY	UKIAH	1001	1	1	100%	--	--
AMERICAN BEAUTY ACADEMY	BRAWLEY	1001	1	8	73%	3	27%
AMERICAN BEAUTY COLLEGE	PANORAMA CITY	1001	1	8	33%	16	67%
AMERICAN BEAUTY COLLEGE	PALMDALE	1001	1	10	42%	14	58%
AMERICAN BEAUTY COLLEGE	WEST COVINA	1001	1	12	52%	11	48%
AMERICAN BEAUTY INSTITUTE	SAN DIEGO	1001	1	1	50%	1	50%
ASEL BEAUTY COLLEGE	TUSTIN	1001	1	3	50%	3	50%
ASSOCIATED BARBER COLLEGE OF SAN DIEGO	SAN DIEGO	1001	1	23	56%	18	44%
BAKERSFIELD BARBER COLLEGE, INC.	BAKERSFIELD	1001	1	26	44%	33	56%
BALDWIN PARK ADULT & COMMUNITY EDUCATION	BALDWIN PARK	1001	1	18	64%	10	36%
BARBER ACADEMY	GILROY	1001	1	14	36%	25	64%
BARBER ACADEMY	SAN JOSE	1001	1	13	46%	15	54%
BARSTOW COMMUNITY COLLEGE	BARSTOW	1001	1	1	100%	--	--
BAY AREA HAIR INSTITUTE	SOUTH SAN FRANCISCO	1001	1	--	--	2	100%
BELLUS ACADEMY	CHULA VISTA	1001	1	21	50%	21	50%
BELLUS ACADEMY	EL CAJON	1001	1	7	78%	2	22%
BELLUS ACADEMY	POWAY	1001	1	26	74%	9	26%
BORNER'S BARBER COLLEGE	LOS ANGELES	1001	1	7	70%	3	30%
BORNER'S BARBER COLLEGE	PASADENA	1001	1	3	100%	--	--
BRIDGES BEAUTY COLLEGE	RANCHO CUCAMONGA	1001	1	1	100%	--	--
BRIDGES BEAUTY COLLEGE	VICTORVILLE	1001	1	5	50%	5	50%
BROTHERS & SISTERS BARBERCOSMO ACADEMY	OAKLAND	1001	1	12	86%	2	14%
CALIFORNIA BARBER & BEAUTY COLLEGE	SAN DIEGO	1001	1	15	37%	26	63%
CALIFORNIA BEAUTY ACADEMY	ORANGE	1001	1	1	17%	5	83%
CALIFORNIA BEAUTY COLLEGE	SAN DIEGO	1001	1	--	--	2	100%
CALIFORNIA COLLEGE OF BARBERING AND COSM	STOCKTON	1001	1	31	72%	12	28%
CALIFORNIA HAIR DESIGN ACADEMY	LA MESA	1001	1	8	53%	7	47%
CAMPUS	SACRAMENTO	1001	1	15	63%	9	38%
CANYON RIDGE HIGH SCHOOL	HESPERIA	1001	1	--	--	3	100%
CAREER ACADEMY OF BEAUTY	GARDEN GROVE	1001	1	3	75%	1	25%
CENTRAL VALLEY BARBER COLLEGE	RIVERBANK	1001	1	46	77%	14	23%
CINTA AVEDA INSTITUTE	SAN FRANCISCO	1001	1	3	60%	2	40%
CINTA AVEDA INSTITUTE SAN JOSE	SAN JOSE	1001	1	2	67%	1	33%
COACHELLA VALLEY BEAUTY COLLEGE	HEMET	1001	1	6	40%	9	60%
COACHELLA VALLEY BEAUTY COLLEGE	LA QUINTA	1001	1	11	41%	16	59%
COASTLINE BEAUTY COLLEGE	FOUNTAIN VALLEY	1001	1	--	--	1	100%
COBA ACADEMY	ANAHEIM	1001	1	11	55%	9	45%
COLLEGE OF SAN MATEO, COSMETOLOGY DEPART	SAN MATEO	1001	1	1	100%	--	--
CONBELLO ACADEMY	PITTSBURG	1001	1	16	84%	3	16%
COSMETICA BEAUTY AND BARBERING ACADEMY	DOWNEY	1001	1	27	68%	13	33%
COSMOTEK COLLEGE	SAN JOSE	1001	1	12	44%	15	56%
COSMOTON ACADEMY	LOMPOC	1001	1	6	75%	2	25%
CR'U INSTITUTE OF COSMETOLOGY AND BARBER	GARDEN GROVE	1001	1	57	88%	8	12%
CUTTING EDGE BARBER ACADEMY	MODESTO	1001	1	1	13%	7	88%
D'LACREME SCHOOL OF COSMETOLOGY AND BARBERING	FAIRFIELD	1001	1	2	33%	4	67%
DIVINA COSMETOLOGY & BARBERING ACADEMY	VACAVILLE	1001	1	3	100%	--	--
EAST TO WEST BARBER ACADEMY	VISALIA	1001	1	18	51%	17	49%
ELITE COSMETOLOGY SCHOOL	PALM DESERT	1001	1	6	60%	4	40%
EMINENCE BARBER ACADEMY	RIVERSIDE	1001	1	24	41%	34	59%
EMINENCE BARBER ACADEMY	UPLAND	1001	1	14	70%	6	30%
FEDERICO BEAUTY INSTITUTE	SACRAMENTO	1001	1	25	74%	9	26%
FEDERICO COLLEGE, INC.	FRESNO	1001	1	12	44%	15	56%
FERNANDEZ BARBER COLLEGE	FRESNO	1001	1	23	48%	25	52%
FREDRICK & CHARLES BEAUTY COLLEGE	EUREKA	1001	1	4	100%	--	--
GEORGIKOT ACADEMY USA	WOODLAND HILLS	1001	1	1	33%	2	67%
GET FADED BARBER AND BEAUTY COLLEGE	BAKERSFIELD	1001	1	17	57%	13	43%
HACIENDA LA PUENTE ADULT EDUCATION, COSM	LA PUENTE	1001	1	16	57%	12	43%
HEALTHY HAIR ACADEMY	INGLEWOOD	1001	1	1	100%	--	--
HINTON BARBER AND BEAUTY COLLEGE	VALLEJO	1001	1	12	55%	10	45%
INSPIRE ACADEMY OF BARBERING AND COSMETO	STOCKTON	1001	1	8	73%	3	27%
INSTITUTE OF TECHNOLOGY	CLOVIS	1001	1	15	52%	14	48%
INTERNATIONAL ACADEMY OF COSMETOLOGY	SOUTH GATE	1001	1	22	42%	30	58%
INTERNATIONAL COLLEGE OF BEAUTY, ARTS &	LOS ANGELES	1001	1	1	100%	--	--

INTERNATIONAL SCHOOL OF BEAUTY	PALM DESERT	1001	1	22	52%	20	48%
IVY LEAGUE BARBER ACADEMY	SAN MARCOS	1001	1	34	77%	10	23%
JADE BEAUTY AND BARBER COLLEGE	SAN JOSE	1001	1	11	73%	4	27%
JASMINE BEAUTY SCHOOL	SAN DIEGO	1001	1	3	38%	5	63%
JOHN WESLEY INTERNATIONAL BARBER AND BEAUTY COLLEGE	LONG BEACH	1001	1	10	45%	12	55%
KATIE SKILLS CENTER	OAKLAND	1001	1	1	100%	--	--
KZ ACADEMY	MILPITAS	1001	1	11	46%	13	54%
LANCASTER BEAUTY SCHOOL	LANCASTER	1001	1	2	18%	9	82%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOG	SELMA	1001	1	4	80%	1	20%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOGY	HANFORD	1001	1	4	80%	1	20%
LC BEAUTY COLLEGE	UPLAND	1001	1	1	100%	--	--
LEARNING INSTITUTE OF SOUTHERN CALIFORNI	EL CENTRO	1001	1	10	34%	19	66%
LETTY'S BARBERING AND COSMETOLOGY COLLEG	LOS ANGELES	1001	1	10	42%	14	58%
LINDA BEAUTY SCHOOL	SAN DIEGO	1001	1	1	100%	--	--
LOS ANGELES COLLEGE OF AESTHETICS	LOS ANGELES	1001	1	3	50%	3	50%
LOS ANGELES TRADE TECHNICAL COLLEGE	LOS ANGELES	1001	1	18	62%	11	38%
LU ROSS ACADEMY	VENTURA	1001	1	25	50%	25	50%
MASTER ACADEMY	LONG BEACH	1001	1	33	58%	24	42%
MASTER ACADEMY	NORWALK	1001	1	1	100%	--	--
MILAN INSTITUTE	BAKERSFIELD	1001	1	6	32%	13	68%
MILAN INSTITUTE	CLOVIS	1001	1	20	51%	19	49%
MILAN INSTITUTE	MERCED	1001	1	9	53%	8	47%
MILAN INSTITUTE	PALM DESERT	1001	1	3	50%	3	50%
MILAN INSTITUTE OF COSMETOLOGY	VACAVILLE	1001	1	5	63%	3	38%
MIXED INSTITUTE OF COSMETOLOGY & BARBER	SACRAMENTO	1001	1	32	73%	12	27%
MODERN BEAUTY ACADEMY	OXNARD	1001	1	3	13%	21	88%
MOLER BARBER COLLEGE	HAYWARD	1001	1	10	50%	10	50%
MOLER BARBER COLLEGE	OAKLAND	1001	1	8	42%	11	58%
MOLER BARBER COLLEGE	SAN PABLO	1001	1	9	43%	12	57%
MOLER COSMETOLOGY COLLEGE, A DIVISION OF	SANTA CLARA	1001	1	6	46%	7	54%
MY BEAUTY & BARBER COLLEGE	SACRAMENTO	1001	1	1	20%	4	80%
NATIONAL COSMETOLOGY BEAUTY SCHOOL	OAKLAND	1001	1	--	--	2	100%
NEWBERRY SCHOOL OF BEAUTY	GRANADA HILLS	1001	1	19	63%	11	37%
NORTH ADRIAN'S COLLEGE OF BEAUTY	MODESTO	1001	1	1	50%	1	50%
OAKLAND BARBER ACADEMY	OAKLAND	1001	1	1	100%	--	--
PAUL MITCHELL THE SCHOOL COSTA MESA	COSTA MESA	1001	1	33	60%	22	40%
PAUL MITCHELL THE SCHOOL EAST BAY	PLEASANT HILL	1001	1	10	77%	3	23%
PAUL MITCHELL THE SCHOOL FRESNO	FRESNO	1001	1	22	48%	24	52%
PAUL MITCHELL THE SCHOOL MODESTO	MODESTO	1001	1	10	59%	7	41%
PAUL MITCHELL THE SCHOOL PASADENA	PASADENA	1001	1	17	68%	8	32%
PAUL MITCHELL THE SCHOOL SACRAMENTO	SACRAMENTO	1001	1	29	69%	13	31%
PAUL MITCHELL THE SCHOOL SAN DIEGO	SAN DIEGO	1001	1	11	69%	5	31%
PAUL MITCHELL THE SCHOOL SHERMAN OAKS	SHERMAN OAKS	1001	1	15	54%	13	46%
PAUL MITCHELL THE SCHOOL TEMECULA	TEMECULA	1001	1	20	56%	16	44%
POMONA UNIFIED SCHOOL DISTRICT, COSMETOL	POMONA	1001	1	9	82%	2	18%
PRECISE BARBER COLLEGE	LOS ANGELES	1001	1	9	75%	3	25%
PRO BARBER COLLEGE	TORRANCE	1001	1	22	52%	20	48%
PRO BARBER COLLEGE	WESTMINSTER	1001	1	8	23%	27	77%
PROFESSIONAL SCHOOLS OF BEAUTY, FASHION	RESEDA	1001	1	2	29%	5	71%
REAL BARBERS COLLEGE	ANAHEIM	1001	1	--	--	2	100%
REDONDO BEACH BEAUTY COLLEGE	TORRANCE	1001	1	--	--	1	100%
RICHARD N. SLAWSON SOUTHEAST OCCUPATIONA	BELL	1001	1	4	57%	3	43%
RIGGINS URBAN BARBER COLLEGE LLC	SAN DIEGO	1001	1	9	41%	13	59%
ROSSTON SCHOOL OF HAIR DESIGN	ONTARIO	1001	1	34	74%	12	26%
ROYAL HAIR INSTITUTE	LOS ANGELES	1001	1	--	--	2	100%
RTC COLLEGE	JURUPA VALLEY	1001	1	3	60%	2	40%
SABA BEAUTY SCHOOL	LAKE FOREST	1001	1	3	75%	1	25%
SADDLEBACK BEAUTY ACADEMY	LAGUNA HILLS	1001	1	2	100%	--	--
SALON SUCCESS ACADEMY	RIVERSIDE	1001	1	18	53%	16	47%
SALON SUCCESS ACADEMY	UPLAND	1001	1	14	61%	9	39%
SAN BERNARDINO BEAUTY COLLEGE	SAN BERNARDINO	1001	1	--	--	8	100%
SAN FRANCISCO INSTITUTE OF ESTHETICS & C	SAN FRANCISCO	1001	1	12	80%	3	20%
SAN JOSE BARBER COLLEGE	SAN JOSE	1001	1	--	--	1	100%
SAN LUIS OBISPO BEAUTY COLLEGE	SAN LUIS OBISPO	1001	1	14	93%	1	7%
SANTA ANA BEAUTY ACADEMY	SANTA ANA	1001	1	4	67%	2	33%
SANTA ANA BEAUTY COLLEGE	SANTA ANA	1001	1	6	60%	4	40%
SHASTA SCHOOL OF COSMETOLOGY	REDDING	1001	1	11	85%	2	15%
SIERRA COLLEGE OF BEAUTY	MERCED	1001	1	11	38%	18	62%
SIMI INSTITUTE OF COSMETOLOGY	SIMI VALLEY	1001	1	14	100%	--	--
SIMPLY DIVINE ACADEMY	MONROVIA	1001	1	11	85%	2	15%
SIMPLY DIVINE ACADEMY	YUBA CITY	1001	1	11	85%	2	15%
SKYLINE COMMUNITY COLLEGE, COSMOTOLOGY D	SAN BRUNO	1001	1	37	76%	12	24%
SOUTH BAY BARBER INSTITUTE	GILROY	1001	1	2	33%	4	67%
SOUTHERN CALIFORNIA COLLEGE OF BARBER AN	ESCONDIDO	1001	1	9	69%	4	31%
STAY FRESH BARBER ACADEMY	ESCONDIDO	1001	1	1	100%	--	--
STRAIGHT PERM BEAUTY SCHOOL.COM	LOS ANGELES	1001	1	4	40%	6	60%
TONI & GUY HAIRDRESSING ACADEMY	LOS ANGELES	1001	1	1	100%	--	--
TOPLINE BEAUTY COLLEGE	SANTA ANA	1001	1	--	--	1	100%
URBAN BARBER COLLEGE	CONCORD	1001	1	35	51%	34	49%

URBAN BARBER COLLEGE	SAN JOSE	1001	1	11	50%	11	50%
URBAN BARBER COLLEGE - MODESTO	MODESTO	1001	1	--	--	3	100%
URBAN OASIS ACADEMY OF BEAUTY	SAN JOSE	1001	1	--	--	8	100%
VICTORY CAREER COLLEGE	CARSON	1001	1	2	67%	1	33%
WAYNE'S COLLEGE OF BEAUTY	SALINAS	1001	1	8	89%	1	11%
WEST COAST BARBER COLLEGE	OCEANSIDE	1001	1	35	74%	12	26%
WEST VALLEY OCCUPATIONAL CENTER	WOODLAND HILLS	1001	1	15	94%	1	6%
WESTERN BARBER INSTITUTE	RESEDA	1001	1	55	65%	30	35%
ZMS THE ACADEMY	LOS ANGELES	1001	1	43	77%	13	23%

## Cosmetologist

School Name	City	License Type	Retake Count	Pass	% Pass	Fail	% Fail
AAA BEAUTY COLLEGE	SAN DIEGO	1002	1	7	30%	16	70%
ABC ADULT SCHOOL	CERRITOS	1002	1	23	72%	9	28%
ABRAM FRIEDMAN OCCUPATIONAL CENTER, LOS	LOS ANGELES	1002	1	7	54%	6	46%
ACADEMY FOR SALON PROFESSIONALS	NORTHBRIDGE	1002	1	8	62%	5	38%
ACADEMY OF BEAUTY	CULVER CITY	1002	1	13	65%	7	35%
ACADEMY OF ESTHETICS AND COSMETOLOGY	SAN FERNANDO	1002	1	4	67%	2	33%
ADRIAN'S BEAUTY COLLEGE OF TRACY	TRACY	1002	1	8	40%	12	60%
ADRIAN'S BEAUTY COLLEGE OF TURLOCK	TURLOCK	1002	1	31	76%	10	24%
ADVANCE BEAUTY COLLEGE	GARDEN GROVE	1002	1	51	64%	29	36%
ADVANCE BEAUTY COLLEGE	LAGUNA HILLS	1002	1	12	57%	9	43%
ADVANCE BEAUTY TECHS ACADEMY	CORONA	1002	1	16	80%	4	20%
ALHAMBRA BEAUTY COLLEGE	ALHAMBRA	1002	1	--	--	1	100%
AMERICAN BEAUTY ACADEMY	BRAWLEY	1002	1	9	69%	4	31%
AMERICAN BEAUTY ACADEMY	PANORAMA CITY	1002	1	2	8%	24	92%
AMERICAN BEAUTY COLLEGE	PALMDALE	1002	1	28	61%	18	39%
AMERICAN BEAUTY COLLEGE	WEST COVINA	1002	1	14	67%	7	33%
AMERICAN BEAUTY INSTITUTE	SAN DIEGO	1002	1	--	--	1	100%
AMERICAN EMPIRE COLLEGE	ROSEMead	1002	1	3	14%	19	86%
AMY BEAUTY SCHOOL	CORONA	1002	1	13	62%	8	38%
ASEL BEAUTY COLLEGE	TUSTIN	1002	1	15	83%	3	17%
ASIAN-AMERICAN INTERNATIONAL BEAUTY COLL	WESTMINSTER	1002	1	72	64%	41	36%
AVALON SCHOOL OF COSMETOLOGY	ALAMEDA	1002	1	1	100%	--	--
AVEDA INSTITUTE LOS ANGELES	LOS ANGELES	1002	1	1	50%	1	50%
BALDWIN PARK ADULT & COMMUNITY EDUCATION	BALDWIN PARK	1002	1	11	48%	12	52%
BAMBOO ADVANCE BEAUTY COLLEGE	SAN LEANDRO	1002	1	2	33%	4	67%
BARSTOW COMMUNITY COLLEGE	BARSTOW	1002	1	25	81%	6	19%
BELLFLOWER BEAUTY COLLEGE OF LAKEWOOD	LAKEWOOD	1002	1	7	78%	2	22%
BELLUS ACADEMY	CHULA VISTA	1002	1	38	68%	18	32%
BELLUS ACADEMY	EL CAJON	1002	1	26	70%	11	30%
BELLUS ACADEMY	POWAY	1002	1	57	77%	17	23%
BEYOND 21ST CENTURY BEAUTY ACADEMY	SANTA FE SPRINGS	1002	1	9	90%	1	10%
BRIDGES BEAUTY COLLEGE	RANCHO CUCAMONGA	1002	1	--	--	1	100%
BRIDGES BEAUTY COLLEGE	VICTORVILLE	1002	1	15	88%	2	12%
BROTHERS & SISTERS BARBERCOSMO ACADEMY	OAKLAND	1002	1	3	100%	--	--
BUTTE COMMUNITY COLLEGE	ORVILLE	1002	1	43	88%	6	12%
CALIFORNIA BEAUTY ACADEMY	ORANGE	1002	1	11	44%	14	56%
CALIFORNIA BEAUTY COLLEGE	MODESTO	1002	1	--	--	3	100%
CALIFORNIA BEAUTY COLLEGE	MODESTO	1002	1	16	89%	2	11%
CALIFORNIA BEAUTY COLLEGE	SAN DIEGO	1002	1	2	67%	1	33%
CALIFORNIA COLLEGE OF BARBERING AND COSM	STOCKTON	1002	1	38	78%	11	22%
CALIFORNIA COSMETOLOGY ACADEMY	SEASIDE	1002	1	13	72%	5	28%
CALIFORNIA HAIR DESIGN ACADEMY	LA MESA	1002	1	37	73%	14	27%
CALIFORNIA VOCATIONAL COSMETOLOGY COLLEG	FRESNO	1002	1	1	100%	--	--
CAMPUS	SACRAMENTO	1002	1	68	66%	35	34%
CAREER ACADEMY OF BEAUTY	GARDEN GROVE	1002	1	41	62%	25	38%
CAREER ACADEMY OF COSMETOLOGY	STOCKTON	1002	1	--	--	1	100%
CEN BEAUTY ACADEMY LLC	RIVERSIDE	1002	1	4	67%	2	33%
CENTRAL SIERRA ROP SCHOOL OF COSMETOLOGY	EL DORADO	1002	1	20	80%	5	20%
CERRITOS COMMUNITY COLLEGE, COSMETOLOGY	NORWALK	1002	1	11	73%	4	27%
CHRISTINE K BEAUTY SCHOOL	SAN JOSE	1002	1	--	--	1	100%
CINTA AVEDA INSTITUTE	SAN FRANCISCO	1002	1	25	78%	7	22%
CINTA AVEDA INSTITUTE SAN JOSE	SAN JOSE	1002	1	13	62%	8	38%
CITRUS COLLEGE, COSMETOLOGY DEPARTMENT	GLENDORA	1002	1	74	76%	24	24%
CITRUS HEIGHTS BEAUTY COLLEGE	CITRUS HEIGHTS	1002	1	44	71%	18	29%
CITY BEAUTY COLLEGE	SACRAMENTO	1002	1	1	100%	--	--
COACHELLA VALLEY BEAUTY COLLEGE	HEMET	1002	1	16	57%	12	43%
COACHELLA VALLEY BEAUTY COLLEGE	LA QUINTA	1002	1	12	63%	7	37%
COASTLINE BEAUTY COLLEGE	FOUNTAIN VALLEY	1002	1	18	53%	16	47%
COASTLINE BEAUTY COLLEGE	HEMET	1002	1	25	86%	4	14%
COBA ACADEMY	ANAHEIM	1002	1	7	35%	13	65%
COLLEGE OF SAN MATEO, COSMETOLOGY DEPART	SAN MATEO	1002	1	29	73%	11	28%
COMPTON COLLEGE	COMPTON	1002	1	8	62%	5	38%
CONBELLO ACADEMY	PITTSBURG	1002	1	10	71%	4	29%
COSMETICA BEAUTY AND BARBERING ACADEMY	DOWNNEY	1002	1	23	55%	19	45%
COSMO BEAUTY ACADEMY	GARDEN GROVE	1002	1	2	67%	1	33%
COSMO BEAUTY ACADEMY	SACRAMENTO	1002	1	--	--	1	100%
COSMOTEK COLLEGE	SAN JOSE	1002	1	20	33%	40	67%
CYNTHIA'S BEAUTY ACADEMY	BELL GARDENS	1002	1	--	--	1	100%
D'LACREME SCHOOL OF COSMETOLOGY AND BARBERING	FAIRFIELD	1002	1	2	67%	1	33%
DELTA BEAUTY COLLEGE	ANTIOCH	1002	1	--	--	1	100%
DESIGN'S SCHOOL OF COSMETOLOGY	PASO ROBLES	1002	1	26	54%	22	46%
DIVA BEAUTY SCHOOL	SAN JOSE	1002	1	2	22%	7	78%
DIVINA COSMETOLOGY & BARBERING ACADEMY	VACAVILLE	1002	1	2	100%	--	--
EAST LOS ANGELES OCCUPATIONAL CENTER	LOS ANGELES	1002	1	7	54%	6	46%
EL CAMINO COLLEGE, COSMETOLOGY DEPARTMEN	TORRANCE	1002	1	19	83%	4	17%
ELITE COSMETOLOGY SCHOOL	PALM DESERT	1002	1	20	74%	7	26%

ESTES INSTITUTE OF COSMETOLOGY ARTS & SC	VISALIA	1002	1	21	55%	17	45%
FANTASY BEAUTY COLLEGE	POMONA	1002	1	2	20%	8	80%
FEDERAL CORRECTIONAL INSTITUTION, DUBLIN	DUBLIN	1002	1	--	--	1	100%
FEDERICO BEAUTY INSTITUTE	SACRAMENTO	1002	1	57	74%	20	26%
FEDERICO COLLEGE, INC.	FRESNO	1002	1	7	44%	9	56%
FLAIR BEAUTY COLLEGE	VALENCIA	1002	1	8	53%	7	47%
FREDRICK & CHARLES BEAUTY COLLEGE	EUREKA	1002	1	22	81%	5	19%
FREMONT BEAUTY COLLEGE	FREMONT	1002	1	23	68%	11	32%
FULLERTON COLLEGE, COSMETOLOGY DEPARTMEN	FULLERTON	1002	1	61	78%	17	22%
GAVILAN COLLEGE	GILROY	1002	1	22	88%	3	12%
GEORGIKOT ACADEMY USA	WOODLAND HILLS	1002	1	4	36%	7	64%
GLENDALE HIGH SCHOOL, COSMETOLOGY DEPART	GLENDALE	1002	1	1	33%	2	67%
GOLDBEAR ACADEMY	LOS ANGELES	1002	1	--	--	1	100%
GOLDEN WEST COLLEGE	HUNTINGTON BEACH	1002	1	57	79%	15	21%
HACIENDA LA PUENTE ADULT EDUCATION, COSM	LA PUENTE	1002	1	21	47%	24	53%
HESPERIA ALTERNATIVE EDUCATION CENTER, C	HESPERIA	1002	1	4	44%	5	56%
HILLTOP BEAUTY SCHOOL	DALY CITY	1002	1	4	15%	22	85%
HINTON BARBER AND BEAUTY COLLEGE	VALLEJO	1002	1	1	100%	--	--
HOSS LEE ACADEMY	ROSEVILLE	1002	1	55	87%	8	13%
INSPIRE ACADEMY OF BARBERING AND COSMETO	STOCKTON	1002	1	12	80%	3	20%
INSTITUTE OF BEAUTY CULTURE	SANTA MARIA	1002	1	36	68%	17	32%
INSTITUTE OF TECHNOLOGY	CLOVIS	1002	1	12	60%	8	40%
INTERNATIONAL ACADEMY OF COSMETOLOGY	SOUTH GATE	1002	1	20	51%	19	49%
INTERNATIONAL BEAUTY COLLEGE	SAN LEANDRO	1002	1	14	61%	9	39%
INTERNATIONAL COLLEGE OF BEAUTY, ARTS &	LOS ANGELES	1002	1	8	62%	5	38%
INTERNATIONAL COLLEGE OF COSMETOLOGY	OAKLAND	1002	1	7	33%	14	67%
INTERNATIONAL SCHOOL OF BEAUTY	PALM DESERT	1002	1	26	72%	10	28%
JA SCHOOL OF HAIRDRESSING	CORONA	1002	1	1	100%	--	--
JADE BEAUTY AND BARBER COLLEGE	SAN JOSE	1002	1	15	83%	3	17%
JASMINE BEAUTY SCHOOL	SAN DIEGO	1002	1	10	56%	8	44%
JD ACADEMY OF SALON AND SPA	DANVILLE	1002	1	36	80%	9	20%
JLC BEAUTY SCHOOL	CITY OF INDUSTRY	1002	1	48	58%	35	42%
JOHN WESLEY INTERNATIONAL BARBER AND BEAUTY COLLEGE	LONG BEACH	1002	1	1	25%	3	75%
KATIE SKILLS CENTER	OAKLAND	1002	1	10	38%	16	62%
KC BEAUTY ACADEMY	LOS ANGELES	1002	1	15	60%	10	40%
KZ ACADEMY	MILPITAS	1002	1	6	32%	13	68%
LANCASTER BEAUTY SCHOOL	LANCASTER	1002	1	--	--	1	100%
LANCASTER BEAUTY SCHOOL	LANCASTER	1002	1	8	50%	8	50%
LANEY COLLEGE	OAKLAND	1002	1	18	69%	8	31%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOG	HANFORD	1002	1	16	62%	10	38%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOG	SELMA	1002	1	4	67%	2	33%
LEARNING INSTITUTE OF SOUTHERN CALIFORNI	EL CENTRO	1002	1	2	40%	3	60%
LETTY'S BARBERING AND COSMETOLOGY COLLEG	LOS ANGELES	1002	1	3	43%	4	57%
LOS ANGELES BEAUTY COLLEGE	LOS ANGELES	1002	1	--	--	1	100%
LOS ANGELES COLLEGE OF AESTHETICS	LOS ANGELES	1002	1	6	50%	6	50%
LOS ANGELES TRADE TECHNICAL COLLEGE	LOS ANGELES	1002	1	58	75%	19	25%
LU ROSS ACADEMY	VENTURA	1002	1	42	69%	19	31%
LYLE'S COLLEGE OF BEAUTY	BAKERSFIELD	1002	1	23	74%	8	26%
LYLE'S COLLEGE OF BEAUTY	FRESNO	1002	1	6	75%	2	25%
LYTLE'S REDWOOD EMPIRE BEAUTY COLLEGE, I	SANTA ROSA	1002	1	48	96%	2	4%
MADERA BEAUTY COLLEGE	MADERA	1002	1	--	--	1	100%
MAIQUELA'S COSMETOLOGY ACADEMY	SOUTH GATE	1002	1	4	29%	10	71%
MAIQUELA'S COSMETOLOGY ACADEMY	UPLAND	1002	1	3	43%	4	57%
MAIQUELA'S COSMETOLOGY ACADEMY	WHITTIER	1002	1	3	30%	7	70%
MANCHESTER BEAUTY COLLEGE	FRESNO	1002	1	1	100%	--	--
MARCH MOUNTAIN COSMETOLOGY	MORENO VALLEY	1002	1	3	60%	2	40%
MARINELLO SCHOOL OF BEAUTY	BURBANK	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	CITY OF INDUSTRY	1002	1	1	50%	1	50%
MARINELLO SCHOOL OF BEAUTY	CONCORD	1002	1	--	--	1	100%
MARINELLO SCHOOL OF BEAUTY	HAYWARD	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	HEMET	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	INGLEWOOD	1002	1	--	--	1	100%
MARINELLO SCHOOL OF BEAUTY	LAKE FOREST	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	MORENO VALLEY	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	NAPA	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	SAN BERNARDINO	1002	1	1	100%	--	--
MARINELLO SCHOOL OF BEAUTY	SAN FRANCISCO	1002	1	--	--	1	100%
MARINELLO SCHOOL OF BEAUTY	SANTA CLARA	1002	1	--	--	1	100%
MARMEL BEAUTY ACADEMY	NORTH HOLLYWOOD	1002	1	6	86%	1	14%
MASTER ACADEMY	LONG BEACH	1002	1	7	41%	10	59%
MILAN INSTITUTE	BAKERSFIELD	1002	1	45	47%	50	53%
MILAN INSTITUTE	CLOVIS	1002	1	41	65%	22	35%
MILAN INSTITUTE	MERCED	1002	1	21	66%	11	34%
MILAN INSTITUTE	PALM DESERT	1002	1	12	60%	8	40%
MILAN INSTITUTE	VISALIA	1002	1	74	64%	41	36%
MILAN INSTITUTE OF COSMETOLOGY	LA QUINTA	1002	1	2	100%	--	--
MILAN INSTITUTE OF COSMETOLOGY	VACAVILLE	1002	1	43	78%	12	22%
MIXED INSTITUTE OF COSMETOLOGY & BARBER	SACRAMENTO	1002	1	26	79%	7	21%
MODERN BEAUTY ACADEMY	OXNARD	1002	1	8	35%	15	65%



MOLER BARBER COLLEGE	SAN PABLO	1002	1	6	67%	3	33%
MOLER COSMETOLOGY COLLEGE, A DIVISION OF	HAYWARD	1002	1	11	55%	9	45%
MOLER COSMETOLOGY COLLEGE, A DIVISION OF	SANTA CLARA	1002	1	1	33%	2	67%
MY BEAUTY & BARBER COLLEGE	SACRAMENTO	1002	1	--	--	2	100%
MY-LE'S BEAUTY COLLEGE	SACRAMENTO	1002	1	28	64%	16	36%
NATIONAL COSMETOLOGY BEAUTY SCHOOL	OAKLAND	1002	1	15	35%	28	65%
NEIHUE ACADEMY OF BEAUTY	LOS ANGELES	1002	1	7	88%	1	13%
NEWBERRY SCHOOL OF BEAUTY	GRANADA HILLS	1002	1	41	62%	25	38%
NORTH ADRIAN'S COLLEGE OF BEAUTY	MODESTO	1002	1	22	73%	8	27%
PALACE BEAUTY COLLEGE	LOS ANGELES	1002	1	1	100%	--	--
PALOMAR INSTITUTE OF COSMETOLOGY	SAN MARCOS	1002	1	49	88%	7	13%
PARIS BEAUTY COLLEGE	CONCORD	1002	1	23	64%	13	36%
PASADENA CITY COLLEGE	PASADENA	1002	1	18	75%	6	25%
PAUL MITCHELL THE SCHOOL COSTA MESA	COSTA MESA	1002	1	103	74%	37	26%
PAUL MITCHELL THE SCHOOL EAST BAY	PLEASANT HILL	1002	1	57	63%	33	37%
PAUL MITCHELL THE SCHOOL FRESNO	FRESNO	1002	1	81	54%	68	46%
PAUL MITCHELL THE SCHOOL MODESTO	MODESTO	1002	1	52	65%	28	35%
PAUL MITCHELL THE SCHOOL NORTH TAHOE	TRUCKEE	1002	1	3	75%	1	25%
PAUL MITCHELL THE SCHOOL PASADENA	PASADENA	1002	1	37	71%	15	29%
PAUL MITCHELL THE SCHOOL SACRAMENTO	SACRAMENTO	1002	1	69	61%	44	39%
PAUL MITCHELL THE SCHOOL SAN DIEGO	SAN DIEGO	1002	1	84	68%	39	32%
PAUL MITCHELL THE SCHOOL SAN JOSE	SAN JOSE	1002	1	29	55%	24	45%
PAUL MITCHELL THE SCHOOL SAN JOSE	SAN JOSE	1002	1	--	--	1	100%
PAUL MITCHELL THE SCHOOL SHERMAN OAKS	SHERMAN OAKS	1002	1	42	59%	29	41%
PAUL MITCHELL THE SCHOOL TEMECULA	TEMECULA	1002	1	109	60%	73	40%
PAUL MITCHELL THE SCHOOL, SANTA BARBARA	SANTA BARBARA	1002	1	--	--	1	100%
POMONA UNIFIED SCHOOL DISTRICT, COSMETOL	POMONA	1002	1	22	65%	12	35%
PRINCESS INSTITUTE OF BEAUTY	REEDLEY	1002	1	11	52%	10	48%
PROFESSIONAL INSTITUTE OF BEAUTY	EL MONTE	1002	1	--	--	1	100%
PROFESSIONAL INSTITUTE OF BEAUTY	EL MONTE	1002	1	23	47%	26	53%
PROFESSIONAL SCHOOLS OF BEAUTY, FASHION	RESEDA	1002	1	2	40%	3	60%
REDONDO BEACH BEAUTY COLLEGE	TORRANCE	1002	1	5	50%	5	50%
REGIONAL OCCUPATIONAL CENTER	BAKERSFIELD	1002	1	25	54%	21	46%
RICHARD N. SLAWSON SOUTHEAST OCCUPATIONA	BELL	1002	1	3	50%	3	50%
RIVERSIDE COMMUNITY COLLEGE - COSMETOLOG	RIVERSIDE	1002	1	90	82%	20	18%
ROSEMEAD BEAUTY SCHOOL	ROSEMEAD	1002	1	25	81%	6	19%
RTC COLLEGE	JURUPA VALLEY	1002	1	14	48%	15	52%
SABA BEAUTY SCHOOL	LAKE FOREST	1002	1	20	77%	6	23%
SACRAMENTO CITY COLLEGE, COSMETOLOGY DEP	SACRAMENTO	1002	1	18	86%	3	14%
SADDLEBACK BEAUTY ACADEMY	LAGUNA HILLS	1002	1	35	71%	14	29%
SALINAS BEAUTY COLLEGE	SALINAS	1002	1	14	67%	7	33%
SALON PROFESSIONAL ACADEMY SAN JOSE	SAN JOSE	1002	1	36	58%	26	42%
SALON SUCCESS ACADEMY	CORONA	1002	1	51	82%	11	18%
SALON SUCCESS ACADEMY	FONTANA	1002	1	16	70%	7	30%
SALON SUCCESS ACADEMY	REDLANDS	1002	1	58	69%	26	31%
SALON SUCCESS ACADEMY	RIVERSIDE	1002	1	28	65%	15	35%
SALON SUCCESS ACADEMY	UPLAND	1002	1	39	68%	18	32%
SALON SUCCESS ACADEMY	WEST COVINA	1002	1	11	85%	2	15%
SAN BERNARDINO BEAUTY COLLEGE	SAN BERNARDINO	1002	1	--	--	4	100%
SAN DIEGO CITY COLLEGE, COSMETOLOGY DEPA	SAN DIEGO	1002	1	7	50%	7	50%
SAN FRANCISCO COLLEGE OF COSMETOLOGY	SAN FRANCISCO	1002	1	--	--	1	100%
SAN FRANCISCO INSTITUTE OF ESTHETICS & C	SAN FRANCISCO	1002	1	49	78%	14	22%
SAN JOSE CITY COLLEGE	SAN JOSE	1002	1	40	69%	18	31%
SAN LUIS OBISPO BEAUTY COLLEGE	SAN LUIS OBISPO	1002	1	8	89%	1	11%
SANTA ANA BEAUTY ACADEMY	SANTA ANA	1002	1	9	50%	9	50%
SANTA ANA BEAUTY COLLEGE	SANTA ANA	1002	1	20	47%	23	53%
SANTA BARBARA CITY COLLEGE COSMETOLOGY A	SANTA BARBARA	1002	1	39	83%	8	17%
SANTA CLARA BEAUTY COLLEGE	SANTA CLARA	1002	1	8	67%	4	33%
SANTA MONICA COMMUNITY COLLEGE	SANTA MONICA	1002	1	18	82%	4	18%
SAVVY BEAUTY ACADEMY	INGLEWOOD	1002	1	5	100%	--	--
SHASTA SCHOOL OF COSMETOLOGY	REDDING	1002	1	30	79%	8	21%
SIERRA COLLEGE OF BEAUTY	MERCED	1002	1	11	50%	11	50%
SIERRA VISTA ADULT SCHOOL (CENTRAL CALIF	CHOWCHILLA	1002	1	--	--	1	100%
SIMI INSTITUTE OF COSMETOLOGY	SIMI VALLEY	1002	1	38	62%	23	38%
SIMPLY DIVINE ACADEMY	MONROVIA	1002	1	3	100%	--	--
SIMPLY DIVINE ACADEMY	YUBA CITY	1002	1	9	82%	2	18%
SKYLINE COMMUNITY COLLEGE, COSMOTOLOGY D	SAN BRUNO	1002	1	23	58%	17	43%
SOLANO COMMUNITY COLLEGE, COSMETOLOGY DE	FAIRFIELD	1002	1	20	74%	7	26%
SONORA UNION HIGH SCHOOL, ROP COSMETOLOG	SONORA	1002	1	11	73%	4	27%
SOUTHERN CALIFORNIA COLLEGE OF BARBER AN	ESCONDIDO	1002	1	6	75%	2	25%
SOUTHERN CALIFORNIA REGIONAL OCCUPATIONA	TORRANCE	1002	1	6	60%	4	40%
STRAIGHT PERM BEAUTY SCHOOL.COM	LOS ANGELES	1002	1	9	36%	16	64%
SUTTER COUNTY CAREER TRAINING CENTER	YUBA CITY	1002	1	12	92%	1	8%
TEMPLE CITY BEAUTY COLLEGE	TEMPLE CITY	1002	1	12	55%	10	45%
THANH LE COLLEGE, SCHOOL OF COSMETOLOGY	GARDEN GROVE	1002	1	4	80%	1	20%
THECOSMOFACTORY COSMETOLOGY ACADEMY	SANTA CRUZ	1002	1	1	100%	--	--
TONI & GUY HAIRDRESSING ACADEMY	LOS ANGELES	1002	1	22	63%	13	37%
TONI & GUY HAIRDRESSING ACADEMY	MODESTO	1002	1	--	--	1	100%
TONI&GUY HAIRDRESSING ACADEMY	COSTA MESA	1002	1	5	56%	4	44%

TOPLINE BEAUTY COLLEGE	SANTA ANA	1002	1	1	17%	5	83%
TORRANCE BEAUTY COLLEGE	TORRANCE	1002	1	--	--	1	100%
UNITED ARTISTS BEAUTY COLLEGE	INDIO	1002	1	1	100%	--	--
UNIVERSAL COLLEGE OF BEAUTY, INC.	LOS ANGELES	1002	1	5	38%	8	62%
UNTOUCHABLE ACADEMY	LOS ANGELES	1002	1	4	67%	2	33%
VICTORY CAREER COLLEGE	CARSON	1002	1	7	64%	4	36%
VIETNAM BEAUTY COLLEGE	GARDEN GROVE	1002	1	38	59%	26	41%
VR PROFESSIONAL BEAUTY ACADEMY	CITY OF INDUSTRY	1002	1	23	77%	7	23%
WATSONVILLE/APTOS/SANTA CRUZ ADULT EDUCATION	WATSONVILLE	1002	1	5	83%	1	17%
WAYNE'S COLLEGE OF BEAUTY	SALINAS	1002	1	12	92%	1	8%
WEST VALLEY OCCUPATIONAL CENTER	WOODLAND HILLS	1002	1	48	79%	13	21%
ZMS THE ACADEMY	LOS ANGELES	1002	1	2	67%	1	33%

### Electrologist

School Name	City	License Type	Retake Count	Pass	% Pass	Fail	% Fail
AMERICAN INSTITUTE OF EDUCATION	TUSTIN	1003	1	9	69%	4	31%
CALIFORNIA ELECTROLOGY ACADEMY	CORONA	1003	1	32	60%	21	40%
MONTEREY BAY INSTITUTE OF ELECTROLOGY	MONTEREY	1003	1	19	70%	8	30%

### Esthetician

School Name	City	License Type	Retake Count	Pass	% Pass	Fail	% Fail
1ST ACADEMY OF BEAUTY	ROSEMEAD	1004	1	16	80%	4	20%
AAA BEAUTY COLLEGE	SAN DIEGO	1004	1	46	73%	17	27%
ACADEMY FOR SALON PROFESSIONALS	NORTHRIDGE	1004	1	94	85%	16	15%
ACADEMY OF BEAUTY	CULVER CITY	1004	1	43	88%	6	12%
ACADEMY OF ESTHETICS AND COSMETOLOGY	SAN FERNANDO	1004	1	4	80%	1	20%
ADRIAN'S BEAUTY COLLEGE OF TRACY	TRACY	1004	1	22	88%	3	12%
ADRIAN'S BEAUTY COLLEGE OF TURLOCK	TURLOCK	1004	1	13	76%	4	24%
ADVANCE BEAUTY COLLEGE	GARDEN GROVE	1004	1	109	80%	27	20%
ADVANCE BEAUTY COLLEGE	LAGUNA HILLS	1004	1	27	82%	6	18%
ADVANCE BEAUTY TECHS ACADEMY	CORONA	1004	1	26	76%	8	24%
AMERICAN BEAUTY ACADEMY	BRAWLEY	1004	1	25	64%	14	36%
AMERICAN BEAUTY ACADEMY	PANORAMA CITY	1004	1	10	33%	20	67%
AMERICAN BEAUTY COLLEGE	PALMDALE	1004	1	12	86%	2	14%
AMERICAN BEAUTY COLLEGE	WEST COVINA	1004	1	2	100%	--	--
AMERICAN BEAUTY INSTITUTE	SAN DIEGO	1004	1	4	100%	--	--
AMERICAN EMPIRE COLLEGE	ROSEMEAD	1004	1	28	57%	21	43%
AMY BEAUTY SCHOOL	CORONA	1004	1	35	88%	5	13%
ASEL BEAUTY COLLEGE	TUSTIN	1004	1	17	65%	9	35%
ASIAN-AMERICAN INTERNATIONAL BEAUTY COLL	WESTMINSTER	1004	1	43	51%	42	49%
AVEDA INSTITUTE LOS ANGELES	LOS ANGELES	1004	1	2	50%	2	50%
BAMBOO ADVANCE BEAUTY COLLEGE	SAN LEANDRO	1004	1	9	82%	2	18%
BARSTOW COMMUNITY COLLEGE	BARSTOW	1004	1	1	100%	--	--
BELLFLOWER BEAUTY COLLEGE OF LAKEWOOD	LAKEWOOD	1004	1	13	65%	7	35%
BELLUS ACADEMY	CHULA VISTA	1004	1	79	67%	39	33%
BELLUS ACADEMY	EL CAJON	1004	1	72	79%	19	21%
BELLUS ACADEMY	POWAY	1004	1	130	78%	37	22%
BEYOND 21ST CENTURY BEAUTY ACADEMY	SANTA FE SPRINGS	1004	1	62	87%	9	13%
BRIDGES BEAUTY COLLEGE	VICTORVILLE	1004	1	14	78%	4	22%
CALIFORNIA BEAUTY ACADEMY	ORANGE	1004	1	30	71%	12	29%
CALIFORNIA BEAUTY COLLEGE	MODESTO	1004	1	21	91%	2	9%
CALIFORNIA BEAUTY COLLEGE	MODESTO	1004	1	15	88%	2	12%
CALIFORNIA BEAUTY COLLEGE	SAN DIEGO	1004	1	14	88%	2	13%
CALIFORNIA COLLEGE OF BARBERING AND COSM	STOCKTON	1004	1	70	82%	15	18%
CALIFORNIA COSMETOLOGY ACADEMY	SEASIDE	1004	1	22	85%	4	15%
CALIFORNIA HAIR DESIGN ACADEMY	LA MESA	1004	1	22	73%	8	27%
CAREER ACADEMY OF BEAUTY	GARDEN GROVE	1004	1	100	86%	16	14%
CEN BEAUTY ACADEMY LLC	RIVERSIDE	1004	1	35	90%	4	10%
CERRITOS COMMUNITY COLLEGE, COSMETOLOGY	NORWALK	1004	1	60	86%	10	14%
CHRISTINE K BEAUTY SCHOOL	SAN JOSE	1004	1	--	--	2	100%
CINTA AVEDA INSTITUTE	SAN FRANCISCO	1004	1	24	77%	7	23%
CINTA AVEDA INSTITUTE SAN JOSE	SAN JOSE	1004	1	22	69%	10	31%
CITRUS COLLEGE, COSMETOLOGY DEPARTMENT	GLENDDORA	1004	1	103	89%	13	11%
CITRUS HEIGHTS BEAUTY COLLEGE	CITRUS HEIGHTS	1004	1	34	85%	6	15%
CITY BEAUTY COLLEGE	SACRAMENTO	1004	1	--	--	1	100%
COACHELLA VALLEY BEAUTY COLLEGE	HEMET	1004	1	36	68%	17	32%
COACHELLA VALLEY BEAUTY COLLEGE	LA QUINTA	1004	1	14	93%	1	7%
COASTLINE BEAUTY COLLEGE	FOUNTAIN VALLEY	1004	1	11	58%	8	42%
COASTLINE BEAUTY COLLEGE	HEMET	1004	1	19	76%	6	24%
COBA ACADEMY	ANAHEIM	1004	1	31	91%	3	9%
COLLEGE OF PHYSICAL ARTS AND COSMETOLOGY	WESTMINSTER	1004	1	--	--	1	100%
COSMETICA BEAUTY AND BARBERING ACADEMY	DOWNEY	1004	1	38	70%	16	30%
COSMO BEAUTY ACADEMY	GARDEN GROVE	1004	1	10	77%	3	23%
COSMO BEAUTY ACADEMY	SACRAMENTO	1004	1	1	25%	3	75%
COSMOTEK COLLEGE	SAN JOSE	1004	1	46	59%	32	41%
D'LACREME SCHOOL OF COSMETOLOGY AND BARBERING	FAIRFIELD	1004	1	1	25%	3	75%
DESIGN'S SCHOOL OF COSMETOLOGY	PASO ROBLES	1004	1	44	81%	10	19%
DIAMOND BEAUTY COLLEGE	SOUTH EL MONTE	1004	1	28	64%	16	36%
DIVA BEAUTY SCHOOL	SAN JOSE	1004	1	16	57%	12	43%
EL CAMINO COLLEGE, COSMETOLOGY DEPARTMEN	TORRANCE	1004	1	14	88%	2	13%
ELITE BEAUTY COLLEGE	WESTMINSTER	1004	1	--	--	1	100%
ELITE COSMETOLOGY SCHOOL	PALM DESERT	1004	1	30	71%	12	29%
FANTASY BEAUTY COLLEGE	POMONA	1004	1	9	56%	7	44%
FEDERICO BEAUTY INSTITUTE	SACRAMENTO	1004	1	118	80%	30	20%
FEDERICO COLLEGE, INC.	FRESNO	1004	1	12	55%	10	45%
FLAIR BEAUTY COLLEGE	VALENCIA	1004	1	17	81%	4	19%
FREDRICK & CHARLES BEAUTY COLLEGE	EUREKA	1004	1	13	68%	6	32%
FREMONT BEAUTY COLLEGE	FREMONT	1004	1	29	83%	6	17%
GEORGIKOT ACADEMY USA	WOODLAND HILLS	1004	1	19	95%	1	5%
GET FADED BARBER AND BEAUTY COLLEGE	BAKERSFIELD	1004	1	4	100%	--	--
GLAMHOUSE BEAUTY ACADEMY	LOS ANGELES	1004	1	1	100%	--	--

GOLDEN WEST COLLEGE	HUNTINGTON BEACH	1004	1	45	90%	5	10%
HACIENDA LA PUENTE ADULT EDUCATION, COSM	LA PUENTE	1004	1	66	80%	16	20%
HOSS LEE ACADEMY	ROSEVILLE	1004	1	63	94%	4	6%
INSPIRE ACADEMY OF BARBERING AND COSMETO	STOCKTON	1004	1	18	86%	3	14%
INSTITUTE OF BEAUTY CULTURE	SANTA MARIA	1004	1	6	86%	1	14%
INTERNATIONAL ACADEMY OF COSMETOLOGY	SOUTH GATE	1004	1	15	79%	4	21%
INTERNATIONAL BEAUTY COLLEGE	SAN LEANDRO	1004	1	18	47%	20	53%
INTERNATIONAL COLLEGE OF BEAUTY, ARTS &	LOS ANGELES	1004	1	33	80%	8	20%
INTERNATIONAL COLLEGE OF COSMETOLOGY	OAKLAND	1004	1	16	62%	10	38%
INTERNATIONAL SCHOOL OF BEAUTY	PALM DESERT	1004	1	46	78%	13	22%
JA SCHOOL OF HAIRDRESSING	CORONA	1004	1	1	100%	--	--
JADE BEAUTY AND BARBER COLLEGE	SAN JOSE	1004	1	9	82%	2	18%
JAMA'S BEAUTY & BARBER COLLEGE	WEST HILLS	1004	1	8	100%	--	--
JASMINE BEAUTY SCHOOL	SAN DIEGO	1004	1	52	83%	11	17%
JD ACADEMY OF SALON AND SPA	DANVILLE	1004	1	53	88%	7	12%
JLC BEAUTY SCHOOL	CITY OF INDUSTRY	1004	1	23	74%	8	26%
KATIE SKILLS CENTER	OAKLAND	1004	1	2	25%	6	75%
KC BEAUTY ACADEMY	LOS ANGELES	1004	1	21	68%	10	32%
KING BEAUTY COLLEGE	GARDEN GROVE	1004	1	--	--	2	100%
KZ ACADEMY	MILPITAS	1004	1	65	59%	45	41%
LANCASTER BEAUTY SCHOOL	LANCASTER	1004	1	25	83%	5	17%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOG	SELMA	1004	1	7	78%	2	22%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOGY	HANFORD	1004	1	5	45%	6	55%
LEARNING INSTITUTE OF SOUTHERN CALIFORNI	EL CENTRO	1004	1	6	43%	8	57%
LINDA BEAUTY SCHOOL	SAN DIEGO	1004	1	--	--	1	100%
LOS ANGELES COLLEGE OF AESTHETICS	LOS ANGELES	1004	1	32	82%	7	18%
LOS ANGELES TRADE TECHNICAL COLLEGE	LOS ANGELES	1004	1	30	94%	2	6%
LU ROSS ACADEMY	VENTURA	1004	1	70	80%	18	20%
LYLE'S COLLEGE OF BEAUTY	BAKERSFIELD	1004	1	11	69%	5	31%
LYLE'S COLLEGE OF BEAUTY	FRESNO	1004	1	17	89%	2	11%
LYTLE'S REDWOOD EMPIRE BEAUTY COLLEGE, I	SANTA ROSA	1004	1	46	79%	12	21%
MARINELLO SCHOOL OF BEAUTY	CITY OF INDUSTRY	1004	1	--	--	1	100%
MARMEL BEAUTY ACADEMY	NORTH HOLLYWOOD	1004	1	18	69%	8	31%
MILAN INSTITUTE	BAKERSFIELD	1004	1	76	72%	29	28%
MILAN INSTITUTE	CLOVIS	1004	1	138	67%	67	33%
MILAN INSTITUTE	MERCED	1004	1	33	69%	15	31%
MILAN INSTITUTE	PALM DESERT	1004	1	45	78%	13	22%
MILAN INSTITUTE	VISALIA	1004	1	97	76%	30	24%
MILAN INSTITUTE OF COSMETOLOGY	VACAVILLE	1004	1	67	86%	11	14%
MOLER BARBER COLLEGE	SAN PABLO	1004	1	10	83%	2	17%
MOLER COSMETOLOGY COLLEGE, A DIVISION OF	HAYWARD	1004	1	14	78%	4	22%
MY BEAUTY & BARBER COLLEGE	SACRAMENTO	1004	1	1	100%	--	--
MY-LE'S BEAUTY COLLEGE	SACRAMENTO	1004	1	17	68%	8	32%
NAPA COSMETOLOGY COLLECTIVE LLC	NAPA	1004	1	1	100%	--	--
NATIONAL COSMETOLOGY BEAUTY SCHOOL	OAKLAND	1004	1	32	46%	37	54%
NEIHULE ACADEMY OF BEAUTY	LOS ANGELES	1004	1	48	96%	2	4%
NEWBERRY SCHOOL OF BEAUTY	GRANADA HILLS	1004	1	75	90%	8	10%
NORTH ADRIAN'S COLLEGE OF BEAUTY	MODESTO	1004	1	17	77%	5	23%
PALOMAR INSTITUTE OF COSMETOLOGY	SAN MARCOS	1004	1	85	80%	21	20%
PARIS BEAUTY COLLEGE	CONCORD	1004	1	36	65%	19	35%
PAUL MITCHELL THE SCHOOL COSTA MESA	COSTA MESA	1004	1	110	87%	16	13%
PAUL MITCHELL THE SCHOOL EAST BAY	PLEASANT HILL	1004	1	48	73%	18	27%
PAUL MITCHELL THE SCHOOL MODESTO	MODESTO	1004	1	106	85%	18	15%
PAUL MITCHELL THE SCHOOL PASADENA	PASADENA	1004	1	61	73%	22	27%
PAUL MITCHELL THE SCHOOL SACRAMENTO	SACRAMENTO	1004	1	167	81%	38	19%
PAUL MITCHELL THE SCHOOL SAN DIEGO	SAN DIEGO	1004	1	48	74%	17	26%
PAUL MITCHELL THE SCHOOL SAN JOSE	SAN JOSE	1004	1	1	100%	--	--
PAUL MITCHELL THE SCHOOL SHERMAN OAKS	SHERMAN OAKS	1004	1	25	86%	4	14%
PAUL MITCHELL THE SCHOOL TEMECULA	TEMECULA	1004	1	48	92%	4	8%
PRINCESS INSTITUTE OF BEAUTY	REEDLEY	1004	1	9	69%	4	31%
PROFESSIONAL SCHOOLS OF BEAUTY, FASHION	RESEDA	1004	1	5	50%	5	50%
REDONDO BEACH BEAUTY COLLEGE	TORRANCE	1004	1	20	87%	3	13%
RIVERSIDE COMMUNITY COLLEGE - COSMETOLOG	RIVERSIDE	1004	1	21	100%	--	--
ROSEMEAD BEAUTY SCHOOL	ROSEMEAD	1004	1	45	94%	3	6%
RTC COLLEGE	JURUPA VALLEY	1004	1	29	57%	22	43%
SABA BEAUTY SCHOOL	LAKE FOREST	1004	1	26	79%	7	21%
SADLEBACK BEAUTY ACADEMY	LAGUNA HILLS	1004	1	71	86%	12	14%
SALON PROFESSIONAL ACADEMY SAN JOSE	SAN JOSE	1004	1	71	81%	17	19%
SALON SUCCESS ACADEMY	CORONA	1004	1	112	82%	24	18%
SALON SUCCESS ACADEMY	REDLANDS	1004	1	88	81%	21	19%
SALON SUCCESS ACADEMY	UPLAND	1004	1	63	81%	15	19%
SALON SUCCESS ACADEMY	WEST COVINA	1004	1	31	76%	10	24%
SAN BERNARDINO BEAUTY COLLEGE	SAN BERNARDINO	1004	1	2	67%	1	33%
SAN DIEGO CITY COLLEGE, COSMETOLOGY DEPA	SAN DIEGO	1004	1	93	86%	15	14%
SAN FRANCISCO INSTITUTE OF ESTHETICS & C	SAN FRANCISCO	1004	1	77	79%	21	21%
SAN JOSE CITY COLLEGE	SAN JOSE	1004	1	44	88%	6	12%
SANTA ANA BEAUTY ACADEMY	SANTA ANA	1004	1	35	85%	6	15%
SANTA ANA BEAUTY COLLEGE	SANTA ANA	1004	1	47	53%	42	47%
SANTA BARBARA CITY COLLEGE COSMETOLOGY A	SANTA BARBARA	1004	1	30	86%	5	14%

SANTA CLARA BEAUTY COLLEGE	SANTA CLARA	1004	1	8	67%	4	33%
SANTA MONICA COMMUNITY COLLEGE	SANTA MONICA	1004	1	66	97%	2	3%
SAVVY BEAUTY ACADEMY	INGLEWOOD	1004	1	15	88%	2	12%
SHASTA SCHOOL OF COSMETOLOGY	REDDING	1004	1	29	91%	3	9%
SIERRA COLLEGE OF BEAUTY	MERCED	1004	1	7	41%	10	59%
SIMI INSTITUTE OF COSMETOLOGY	SIMI VALLEY	1004	1	54	82%	12	18%
SIMPLY DIVINE ACADEMY	MONROVIA	1004	1	7	100%	--	--
SKYLINE COMMUNITY COLLEGE, COSMOTOLOGY D	SAN BRUNO	1004	1	76	84%	15	16%
SOUTHERN CALIFORNIA COLLEGE OF BARBER AN	ESCONDIDO	1004	1	5	63%	3	38%
STRAIGHT PERM BEAUTY SCHOOL.COM	LOS ANGELES	1004	1	7	58%	5	42%
TAMMY BEAUTY ACADEMY	STANTON	1004	1	--	--	1	100%
TEMPLE CITY BEAUTY COLLEGE	TEMPLE CITY	1004	1	22	63%	13	37%
THANH LE COLLEGE, SCHOOL OF COSMETOLOGY	GARDEN GROVE	1004	1	2	20%	8	80%
TONI & GUY HAIRDRESSING ACADEMY	LOS ANGELES	1004	1	1	100%	--	--
TOPLINE BEAUTY COLLEGE	SANTA ANA	1004	1	8	89%	1	11%
TORRANCE BEAUTY COLLEGE	TORRANCE	1004	1	1	100%	--	--
VICTORY CAREER COLLEGE	CARSON	1004	1	14	64%	8	36%
VIETNAM BEAUTY COLLEGE	GARDEN GROVE	1004	1	29	73%	11	28%
VR PROFESSIONAL BEAUTY ACADEMY	CITY OF INDUSTRY	1004	1	36	80%	9	20%
WAYNE'S COLLEGE OF BEAUTY	SALINAS	1004	1	16	84%	3	16%
WEST VALLEY OCCUPATIONAL CENTER	WOODLAND HILLS	1004	1	24	71%	10	29%
ZMS THE ACADEMY	LOS ANGELES	1004	1	42	75%	14	25%

### Hairstylist

School Name	City	License Type	Retake Count	Pass	% Pass	Fail	% Fail
EMINENCE BARBER ACADEMY	RIVERSIDE	1006	1	--	--	1	100%

### Manicurist

School Name	City	License Type	Retake Count	Pass	% Pass	Fail	% Fail
1ST ACADEMY OF BEAUTY	ROSEMead	1005	1	74	62%	45	38%
AAA BEAUTY COLLEGE	SAN DIEGO	1005	1	176	82%	38	18%
ABRAM FRIEDMAN OCCUPATIONAL CENTER, LOS	LOS ANGELES	1005	1	7	88%	1	13%
ADRIAN'S BEAUTY COLLEGE OF TRACY	TRACY	1005	1	3	100%	--	--
ADRIAN'S BEAUTY COLLEGE OF TURLOCK	TURLOCK	1005	1	15	94%	1	6%
ADVANCE BEAUTY COLLEGE	GARDEN GROVE	1005	1	171	84%	32	16%
ADVANCE BEAUTY TECHS ACADEMY	CORONA	1005	1	5	83%	1	17%
AMERICAN BEAUTY ACADEMY	BRAWLEY	1005	1	12	57%	9	43%
AMERICAN BEAUTY ACADEMY	PANORAMA CITY	1005	1	61	60%	40	40%
AMERICAN BEAUTY COLLEGE	BELLFLOWER	1005	1	1	100%	--	--
AMERICAN BEAUTY COLLEGE	PALMDALE	1005	1	29	83%	6	17%
AMERICAN BEAUTY COLLEGE	WEST COVINA	1005	1	3	75%	1	25%
AMERICAN BEAUTY INSTITUTE	SAN DIEGO	1005	1	2	67%	1	33%
AMERICAN EMPIRE COLLEGE	ROSEMead	1005	1	8	50%	8	50%
AMY BEAUTY SCHOOL	CORONA	1005	1	37	67%	18	33%
ASEL BEAUTY COLLEGE	TUSTIN	1005	1	1	100%	--	--
ASIAN-AMERICAN INTERNATIONAL BEAUTY COLL	WESTMINSTER	1005	1	248	74%	86	26%
BAMBOO ADVANCE BEAUTY COLLEGE	SAN LEANDRO	1005	1	11	52%	10	48%
BELLFLOWER BEAUTY COLLEGE OF LAKEWOOD	LAKEWOOD	1005	1	11	92%	1	8%
BELLUS ACADEMY	CHULA VISTA	1005	1	37	76%	12	24%
BELLUS ACADEMY	POWAY	1005	1	22	76%	7	24%
BEYOND 21ST CENTURY BEAUTY ACADEMY	SANTA FE SPRINGS	1005	1	26	100%	--	--
BRIDGES BEAUTY COLLEGE	RANCHO CUCAMONGA	1005	1	3	75%	1	25%
BRIDGES BEAUTY COLLEGE	VICTORVILLE	1005	1	11	92%	1	8%
CALIFORNIA BEAUTY ACADEMY	ORANGE	1005	1	31	50%	31	50%
CALIFORNIA BEAUTY COLLEGE	MODESTO	1005	1	5	83%	1	17%
CALIFORNIA BEAUTY COLLEGE	MODESTO	1005	1	7	88%	1	13%
CALIFORNIA BEAUTY COLLEGE	SAN DIEGO	1005	1	21	68%	10	32%
CALIFORNIA COLLEGE OF BARBERING AND COSM	STOCKTON	1005	1	45	94%	3	6%
CEN BEAUTY ACADEMY LLC	RIVERSIDE	1005	1	16	89%	2	11%
CHRISTINE K BEAUTY SCHOOL	SAN JOSE	1005	1	2	67%	1	33%
CINTA AVEDA INSTITUTE SAN JOSE	SAN JOSE	1005	1	1	100%	--	--
CITRUS HEIGHTS BEAUTY COLLEGE	CITRUS HEIGHTS	1005	1	28	100%	--	--
COACHELLA VALLEY BEAUTY COLLEGE	HEMET	1005	1	2	100%	--	--
COACHELLA VALLEY BEAUTY COLLEGE	LA QUINTA	1005	1	4	67%	2	33%
COASTLINE BEAUTY COLLEGE	FOUNTAIN VALLEY	1005	1	45	76%	14	24%
COASTLINE BEAUTY COLLEGE	HEMET	1005	1	26	100%	--	--
COSMETICA BEAUTY AND BARBERING ACADEMY	DOWNNEY	1005	1	25	66%	13	34%
COSMO BEAUTY ACADEMY	GARDEN GROVE	1005	1	25	69%	11	31%
COSMO BEAUTY ACADEMY	SACRAMENTO	1005	1	3	75%	1	25%
COSMOTEK COLLEGE	SAN JOSE	1005	1	72	64%	41	36%
D'LACREME SCHOOL OF COSMETOLOGY AND BARBERING	FAIRFIELD	1005	1	1	100%	--	--
DIAMOND BEAUTY COLLEGE	SOUTH EL MONTE	1005	1	42	88%	6	13%
DIVA BEAUTY SCHOOL	SAN JOSE	1005	1	126	93%	10	7%
DIVINA COSMETOLOGY & BARBERING ACADEMY	VACAVILLE	1005	1	--	--	1	100%
ESTES INSTITUTE OF COSMETOLOGY ARTS & SC	VISALIA	1005	1	15	88%	2	12%
FANTASY BEAUTY COLLEGE	POMONA	1005	1	63	71%	26	29%
FEDERICO COLLEGE, INC.	FRESNO	1005	1	41	61%	26	39%
FREDRICK & CHARLES BEAUTY COLLEGE	EUREKA	1005	1	4	80%	1	20%
FREMONT BEAUTY COLLEGE	FREMONT	1005	1	3	75%	1	25%
GEORGIKOT ACADEMY USA	WOODLAND HILLS	1005	1	5	50%	5	50%
GET FADED BARBER AND BEAUTY COLLEGE	BAKERSFIELD	1005	1	12	75%	4	25%
GLAMHOUSE BEAUTY ACADEMY	LOS ANGELES	1005	1	9	75%	3	25%
HACIENDA LA PUENTE ADULT EDUCATION, COSM	LA PUENTE	1005	1	7	88%	1	13%
HESPERIA ALTERNATIVE EDUCATION CENTER, C	HESPERIA	1005	1	12	75%	4	25%
HILLTOP BEAUTY SCHOOL	DALY CITY	1005	1	22	69%	10	31%
INSPIRE ACADEMY OF BARBERING AND COSMETO	STOCKTON	1005	1	20	91%	2	9%
INSTITUTE OF BEAUTY CULTURE	SANTA MARIA	1005	1	11	92%	1	8%
INTERNATIONAL ACADEMY OF COSMETOLOGY	SOUTH GATE	1005	1	11	73%	4	27%
INTERNATIONAL BEAUTY COLLEGE	SAN LEANDRO	1005	1	4	40%	6	60%
INTERNATIONAL COLLEGE OF BEAUTY, ARTS &	LOS ANGELES	1005	1	10	77%	3	23%
INTERNATIONAL COLLEGE OF COSMETOLOGY	OAKLAND	1005	1	38	58%	28	42%
INTERNATIONAL SCHOOL OF BEAUTY	PALM DESERT	1005	1	7	64%	4	36%
JADE BEAUTY AND BARBER COLLEGE	SAN JOSE	1005	1	41	79%	11	21%
JAMA'S BEAUTY & BARBER COLLEGE	WEST HILLS	1005	1	3	100%	--	--
JASMINE BEAUTY SCHOOL	SAN DIEGO	1005	1	105	86%	17	14%
JLC BEAUTY SCHOOL	CITY OF INDUSTRY	1005	1	35	85%	6	15%
JOHN PERI BEAUTY COLLEGE	LOMITA	1005	1	1	100%	--	--
KATIE SKILLS CENTER	OAKLAND	1005	1	74	65%	40	35%
KZ ACADEMY	MILPITAS	1005	1	11	73%	4	27%
LANCASTER BEAUTY SCHOOL	LANCASTER	1005	1	9	90%	1	10%
LAWRENCE & COMPANY COLLEGE OF COSMETOLOG	HANFORD	1005	1	14	78%	4	22%

LAWRENCE & COMPANY COLLEGE OF COSMETOLOG	SELMA	1005	1	7	70%	3	30%
LC BEAUTY COLLEGE	UPLAND	1005	1	5	71%	2	29%
LEARNING INSTITUTE OF SOUTHERN CALIFORNI	EL CENTRO	1005	1	5	71%	2	29%
LETTY'S BARBERING AND COSMETOLOGY COLLEG	LOS ANGELES	1005	1	3	100%	--	--
LINDA BEAUTY SCHOOL	SAN DIEGO	1005	1	1	50%	1	50%
LOS ANGELES BEAUTY COLLEGE	LOS ANGELES	1005	1	1	50%	1	50%
LOS ANGELES COLLEGE OF AESTHETICS	LOS ANGELES	1005	1	22	76%	7	24%
LOS ANGELES TRADE TECHNICAL COLLEGE	LOS ANGELES	1005	1	1	100%	--	--
LU ROSS ACADEMY	VENTURA	1005	1	22	85%	4	15%
LYLE'S COLLEGE OF BEAUTY	BAKERSFIELD	1005	1	25	86%	4	14%
LYLE'S COLLEGE OF BEAUTY	FRESNO	1005	1	24	89%	3	11%
MAIQUELA'S COSMETOLOGY ACADEMY	SOUTH GATE	1005	1	27	54%	23	46%
MAIQUELA'S COSMETOLOGY ACADEMY	UPLAND	1005	1	7	50%	7	50%
MAIQUELA'S COSMETOLOGY ACADEMY	WHITTIER	1005	1	7	50%	7	50%
MARMEL BEAUTY ACADEMY	NORTH HOLLYWOOD	1005	1	20	67%	10	33%
MILAN INSTITUTE	BAKERSFIELD	1005	1	41	76%	13	24%
MILAN INSTITUTE	CLOVIS	1005	1	28	85%	5	15%
MILAN INSTITUTE	MERCED	1005	1	19	83%	4	17%
MILAN INSTITUTE	PALM DESERT	1005	1	10	83%	2	17%
MILAN INSTITUTE	VISALIA	1005	1	48	87%	7	13%
MILAN INSTITUTE OF COSMETOLOGY	VACAVILLE	1005	1	29	100%	--	--
MIXED INSTITUTE OF COSMETOLOGY & BARBER	SACRAMENTO	1005	1	9	82%	2	18%
MODERN BEAUTY ACADEMY	OXNARD	1005	1	8	62%	5	38%
MY BEAUTY & BARBER COLLEGE	SACRAMENTO	1005	1	1	50%	1	50%
MY-LE'S BEAUTY COLLEGE	SACRAMENTO	1005	1	137	80%	35	20%
NAPA COSMETOLOGY COLLECTIVE LLC	NAPA	1005	1	1	100%	--	--
NATIONAL COSMETOLOGY BEAUTY SCHOOL	OAKLAND	1005	1	94	61%	61	39%
NEIHULE ACADEMY OF BEAUTY	LOS ANGELES	1005	1	74	93%	6	8%
NORTH ADRIAN'S COLLEGE OF BEAUTY	MODESTO	1005	1	11	100%	--	--
PALACE BEAUTY COLLEGE	LOS ANGELES	1005	1	2	100%	--	--
PALOMAR INSTITUTE OF COSMETOLOGY	SAN MARCOS	1005	1	40	91%	4	9%
PARIS BEAUTY COLLEGE	CONCORD	1005	1	22	71%	9	29%
PAUL MITCHELL THE SCHOOL MODESTO	MODESTO	1005	1	27	79%	7	21%
PAUL MITCHELL THE SCHOOL SACRAMENTO	SACRAMENTO	1005	1	--	--	1	100%
POMONA UNIFIED SCHOOL DISTRICT, COSMETOL	POMONA	1005	1	1	100%	--	--
PRINCESS INSTITUTE OF BEAUTY	REEDLEY	1005	1	6	67%	3	33%
PROFESSIONAL SCHOOLS OF BEAUTY, FASHION	RESEDA	1005	1	4	57%	3	43%
REDONDO BEACH BEAUTY COLLEGE	TORRANCE	1005	1	12	71%	5	29%
REGIONAL OCCUPATIONAL CENTER	BAKERSFIELD	1005	1	3	50%	3	50%
ROSEMEAD BEAUTY SCHOOL	ROSEMEAD	1005	1	64	86%	10	14%
RTC COLLEGE	JURUPA VALLEY	1005	1	4	50%	4	50%
SABA BEAUTY SCHOOL	LAKE FOREST	1005	1	3	50%	3	50%
SACRAMENTO CITY COLLEGE, COSMETOLOGY DEP	SACRAMENTO	1005	1	12	100%	--	--
SADDLEBACK BEAUTY ACADEMY	LAGUNA HILLS	1005	1	8	89%	1	11%
SALON SUCCESS ACADEMY	CORONA	1005	1	3	100%	--	--
SALON SUCCESS ACADEMY	FONTANA	1005	1	10	100%	--	--
SALON SUCCESS ACADEMY	REDLANDS	1005	1	11	65%	6	35%
SALON SUCCESS ACADEMY	RIVERSIDE	1005	1	35	71%	14	29%
SALON SUCCESS ACADEMY	UPLAND	1005	1	21	78%	6	22%
SALON SUCCESS ACADEMY	WEST COVINA	1005	1	14	88%	2	13%
SAN BERNARDINO BEAUTY COLLEGE	SAN BERNARDINO	1005	1	20	65%	11	35%
SAN DIEGO CITY COLLEGE, COSMETOLOGY DEPA	SAN DIEGO	1005	1	24	77%	7	23%
SAN LUIS OBISPO BEAUTY COLLEGE	SAN LUIS OBISPO	1005	1	2	100%	--	--
SANTA ANA BEAUTY COLLEGE	SANTA ANA	1005	1	85	65%	45	35%
SANTA CLARA BEAUTY COLLEGE	SANTA CLARA	1005	1	9	90%	1	10%
SANTA MONICA COMMUNITY COLLEGE	SANTA MONICA	1005	1	11	100%	--	--
SAVVY BEAUTY ACADEMY	INGLEWOOD	1005	1	15	79%	4	21%
SHASTA SCHOOL OF COSMETOLOGY	REDDING	1005	1	24	96%	1	4%
SIERRA COLLEGE OF BEAUTY	MERCED	1005	1	6	86%	1	14%
SIMI INSTITUTE OF COSMETOLOGY	SIMI VALLEY	1005	1	11	61%	7	39%
SIMPLY DIVINE ACADEMY	MONROVIA	1005	1	4	100%	--	--
STRAIGHT PERM BEAUTY SCHOOL.COM	LOS ANGELES	1005	1	10	48%	11	52%
TEMPLE CITY BEAUTY COLLEGE	TEMPLE CITY	1005	1	--	--	1	100%
THANH LE COLLEGE, SCHOOL OF COSMETOLOGY	GARDEN GROVE	1005	1	16	52%	15	48%
TOPLINE BEAUTY COLLEGE	SANTA ANA	1005	1	27	82%	6	18%
UBC-SOUTH EL MONTE	SOUTH EL MONTE	1005	1	1	100%	--	--
VICTORY CAREER COLLEGE	CARSON	1005	1	4	100%	--	--
VIETNAM BEAUTY COLLEGE	GARDEN GROVE	1005	1	94	73%	34	27%
VR PROFESSIONAL BEAUTY ACADEMY	CITY OF INDUSTRY	1005	1	58	94%	4	6%
WAYNE'S COLLEGE OF BEAUTY	SALINAS	1005	1	18	95%	1	5%
WEST VALLEY OCCUPATIONAL CENTER	WOODLAND HILLS	1005	1	27	82%	6	18%
ZMS THE ACADEMY	LOS ANGELES	1005	1	2	50%	2	50%

## Board of Barbering and Cosmetology

July 1, 2023 through June 30, 2024

### Apprentice Program Pass/Fail Rate for Barber Written Exam

School Name	Retake Count	Pass	% Pass	Fail	% Fail
ABOVE THE REST BARBERING APPRENTICE PROGRAM	1	10	42%	14	58%
CALIFORNIA BARBERING & COSMETOLOGY APPRENTICESHIP LEARNING CENTER	1	21	40%	31	60%
CASTELO'S BEAUTY SOLUTIONS APPRENTICESHIP ACADEMY	1	3	30%	7	70%
Cosmebar Academy Apprenticeship of Barbering & Cosmetology	1	10	48%	11	52%
COSMETICA COSMETOLOGY/BARBERING APPRENTICESHIP COMMITTEE	1	14	20%	56	80%
Dream International Beauty Academy Apprenticeship	1	1	33%	2	67%
ELLE ACADEMY APPRENTICESHIP PROGRAM	1	--	--	3	100%
EPIC BARBER & COSMETOLOGY APPRENTICESHIP	1	1	25%	3	75%
FIVE STAR BARBER & COSMO UAC APPRENTICESHIP	1	2	10%	18	90%
Fourm Education Cosmetology & Barbering Apprenticeship Committee	1	7	41%	10	59%
GRACE'S BEAUTY ACADEMY UNILATERAL APPRENTICESHIP PROGRAM	1	4	33%	8	67%
GRAN PHINAL'E APPRENTICESHIP ACADEMY	1	13	39%	20	61%
GREATER EAST BAY BARBER AND COSMETOLOGY APPRENTICESHIP COMMITTEE	1	7	47%	8	53%
HALF MOON BAY BARBER AND COSMETOLOGY APPRENTICESHIP PROGRAM	1	--	--	1	100%
Hierarch Barber & Cosmo Apprentice Academy	1	1	100%	--	--
L.A. BARBER COLLEGE APPRENTICESHIP PROGRAM	1	2	25%	6	75%
LA COUNTY COSMETOLOGY APPRENTICESHIP COUNCIL PROGRAM	1	1	33%	2	67%
LA MODA APPRENTICESHIP ACADEMY	1	4	18%	18	82%
LC BEAUTY ACADEMY APPRENTICESHIP PROGRAM	1	3	27%	8	73%
LOS ANGELES JOINT APPRENTICESHIP	1	3	75%	1	25%
MICHAEL BURT'S BARBERING APPRENTICESHIP COMMITTEE	1	20	32%	43	68%
MONICA STUDIO APPRENTICESHIP ACADEMY OF COSMETOLOGY & BARBERING	1	--	--	3	100%
NEW ERA BARBERING COSMETOLOGY APPRENTICESHIP PROGRAM	1	--	--	2	100%
ROSTON HAIR DESIGN APPRENTICESHIP UAC	1	1	50%	1	50%
San Bernardino Cuts Barbering & Cosmetology Apprenticeship	1	7	64%	4	36%
SIGNATURE BARBERING & COSMETOLOGY ACADEMY UAC APPRENTICESHIP	1	17	55%	14	45%
SILICON VALLEY APPRENTICESHIP BARBERING & COSMETOLOGY	1	--	--	1	100%
Simply Divine Cosmetology & Barbering Apprenticeship Training	1	4	57%	3	43%
SOUTHERN CALIFORNIA BARBERING APPRENTICESHIP COUNCIL	1	14	56%	11	44%
Swarthy's Barber & Cosmetology Apprenticeship	1	3	100%	--	--
THE LEAGUE XS APPRENTICESHIP ACADEMY OF COSMETOLOGY AND BARBERING	1	6	60%	4	40%
The Spot Apprentice Academy	1	24	48%	26	52%
TNN BEAUTY BARBERING AND COSMETOLOGY OF SO CAL APPRENTICESHIP	1	19	49%	20	51%
Untouchable Apprenticeship Training U.A.C.	1	4	100%	--	--
VELLA'S MASTER BARBERING & COSMETOLOGY APPRENTICESHIP PROGRAM	1	3	43%	4	57%
WHAM HAIR STUDIO BARBER & COSMETOLOGY APPRENTICESHIP PROGRAM	1	--	--	1	100%



### Apprentice Program Pass/Fail Rate for Cosmetology Written Exam

School Name	Retake Count	Pass	% Pass	Fail	% Fail
ABOVE THE REST BARBERING APPRENTICE PROGRAM	1	5	45%	6	55%
ANGELICA'S CAREER ACADEMY OF COSMETOLOGY APPRENTICESHIP	1	1	14%	6	86%
CALIFORNIA BARBERING & COSMETOLOGY APPRENTICESHIP LEARNING CENTER	1	33	41%	47	59%
Castelo's Beauty Solutions Apprenticeship Academy	1	14	37%	24	63%
COSMEBAR ACADEMY APPRENTICESHIP OF BARBERING & COSMETOLOGY	1	5	38%	8	62%
COSMETICA COSMETOLOGY/BARBERING APPRENTICESHIP COMMITTEE	1	7	18%	32	82%
DREAM INTERNATIONAL BEAUTY ACADEMY APPRENTICESHIP	1	--	--	1	100%
ELLE ACADEMY APPRENTICESHIP PROGRAM	1	--	--	1	100%
EPIC BARBER & COSMETOLOGY APPRENTICESHIP	1	--	--	1	100%
FIVE STAR BARBER & COSMO UAC APPRENTICESHIP	1	--	--	2	100%
FourM Education Cosmetology & Barbering Apprenticeship Committee	1	14	45%	17	55%
GRACE'S BEAUTY ACADEMY UNILATERAL APPRENTICESHIP PROGRAM	1	2	33%	4	67%
GRAN PHINAL'E APPRENTICESHIP ACADEMY	1	9	36%	16	64%
GREATER EAST BAY BARBER AND COSMETOLOGY APPRENTICESHIP COMMITTEE	1	7	37%	12	63%
Hierarch Barber & Cosmo Apprentice Academy	1	2	13%	13	87%
LA COUNTY COSMETOLOGY APPRENTICESHIP COUNCIL PROGRAM	1	7	54%	6	46%
LA MODA APPRENTICESHIP ACADEMY	1	8	19%	35	81%
LC Beauty Academy Apprenticeship Program	1	1	4%	27	96%
LOS ANGELES JOINT APPRENTICESHIP	1	1	25%	3	75%
Monica Studio Apprenticeship Academy of Cosmetology & Barbering	1	3	50%	3	50%
NEW ERA BARBERING COSMETOLOGY APPRENTICESHIP PROGRAM	1	5	50%	5	50%
SAN BERNARDINO CUTS BARBERING & COSMETOLOGY APPRENTICESHIP	1	10	67%	5	33%
SAN DIEGO COSMETOLOGY APPRENTICESHIP COMMITTEE	1	5	83%	1	17%
SIGNATURE BARBERING & COSMETOLOGY ACADEMY UAC APPRENTICESHIP	1	4	31%	9	69%
SILICON VALLEY APPRENTICESHIP BARBERING & COSMETOLOGY	1	2	50%	2	50%
SIMPLY DIVINE COSMETOLOGY & BARBERING APPRENTICESHIP TRAINING	1	3	60%	2	40%
SWARTHY'S BARBER & COSMETOLOGY APPRENTICESHIP	1	--	--	1	100%
THE LEAGUE XS APPRENTICESHIP ACADEMY OF COSMETOLOGY AND BARBERING	1	4	57%	3	43%
THE SPOT APPRENTICE ACADEMY	1	2	50%	2	50%
TNN BEAUTY BARBERING AND COSMETOLOGY OF SO CAL APPRENTICESHIP	1	8	44%	10	56%
Trends Academy Apprenticeship	1	2	67%	1	33%
UNTOUCHABLE APPRENTICESHIP TRAINING U.A.C.	1	2	100%	--	--
Vella's Master Barbering and Cosmetology Apprenticeship Program	1	1	100%	--	--
WHAM HAIR STUDIO BARBER & COSMETOLOGY APPRENTICESHIP PROGRAM	1	1	14%	6	86%



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# MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Board of Barbering and Cosmetology
<b>FROM</b>	Addison Beach, Enforcement Manager Denise Murata, Enforcement Manager
<b>SUBJECT</b>	<b>Agenda Item 7c Enforcement Report</b>

## STAFFING UPDATE

Current Number of Positions Allocated	Current Number of Vacant Positions
20.5	4

## Probation

At the end of FY 22/23, the Board had 97 active cases and currently only has 57. This is due to the Probation Monitor actively working their cases to ensure probationers are in compliance. We do anticipate the number of active cases to grow in the coming months as there have been more referrals to the Attorney General’s (AG) office.

PROBATION CASES				
FY 2023/24				
	Jul-Sept	Oct-Dec	Jan- Mar	Apr-Jun
Active Cases	82	76	68	58
Tolled Cases	36	35	31	28
Subsequent Discipline	5	6	15	20
Immediate Suspension	1	1	2	2
Reinstatements	1	1	3	5
<b>Total Cases</b>	<b>125</b>	<b>119</b>	<b>119</b>	<b>113</b>

## Attorney General’s Office

The Board referred 38 cases to the Attorney General’s Office in the fourth quarter of FY 2023/24. For FY 2023/24 the Board referred a total of 85 case for discipline. The Board currently has 89 cases at the Attorney General’s Office which has increased from 73 at the end of last fiscal year.

**Apprentice Program Update**

In May 2024, the Board issued a Notice to Show Cause to twelve program sponsors after it was determined that the programs were operating without a Local Education Authority (LEA). An LEA is required by the Division of Apprenticeship Standards (DAS) for the oversight of the related training hours that each apprentice must obtain. Of these twelve program sponsors, eight were able to comply and obtain an LEA, however, four were not and in July 2024 their approval was withdrawn. This impacted 41 apprentices who were required to transfer to another program.

Board staff are now meeting with DAS staff monthly to discuss on-going issues within apprentice programs. DAS staff have been very supportive in moving these programs in the right direction which will ultimately improve the exam pass rates.

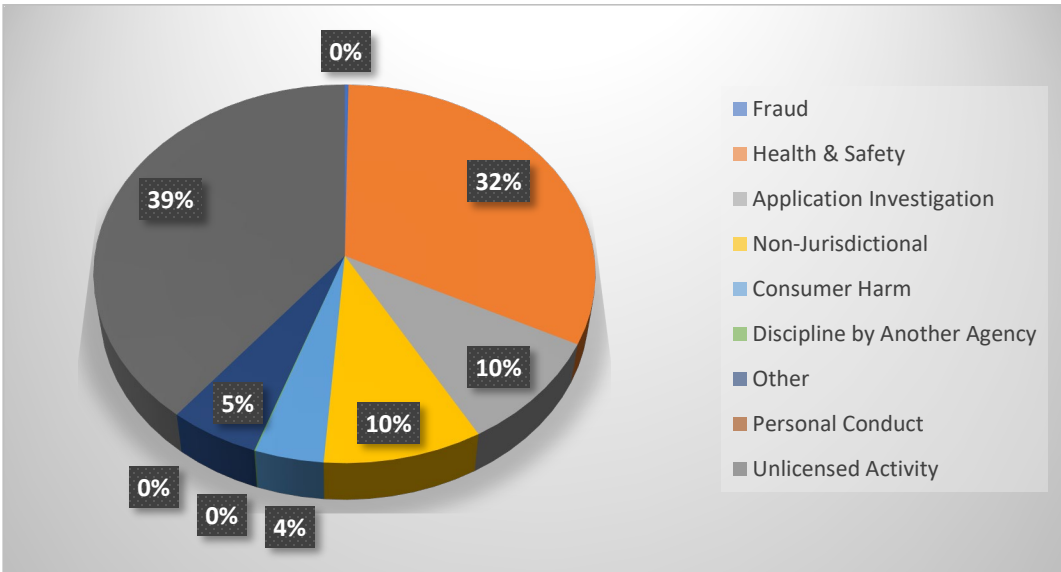
The Board’s next step is to meet with each LEA and express our concerns with the passage rates and ensure that they are aware of this situation and that work can be done to improve the education that apprentices are receiving.

**Complaint Intake**

The number of complaints received in the third quarter of FY 23/24 is 1,411. The Enforcement Division has received a total of 5,624 complaints for the FY 23/24. This is an increase of 471 complaints received from last fiscal year.

COMPLAINTS RECEIVED				
FY 2023/24				
Jul-Sept	Oct-Dec	Jan- Mar	Apr-Jun	YTD
1,487	1,321	1,405	1,411	5,624

**Complaints Received by Complaint Type – April 1, 2024 through June 30, 2024**



**Enforcement Statistics**

<b>COMPLAINTS</b>							
	FY2021/22	FY2022/23	FY2023/24				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Complaints Received	4,467	5,153	1,487	1,321	1,405	1,411	<b>5624</b>
Referred to DOI	17	59	5	13	6	12	<b>36</b>
Complaints Closed	4,542	4,052	1,440	1,877	1,844	1,580	<b>6,741</b>
Total Complaints Pending	1,356	2,502	2,577	2,033	1,588	1,447	<b>1,447</b>
Average Days to Close (Quarterly)	110	127	181	138	117	129	<b>141</b>

<b>APPLICATION INVESTIGATIONS</b>							
	FY2021/22	FY2022/23	FY2023/24				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Received	16	20	1	2	0	1	<b>4</b>
Pending	6	54	5	4	1	1	<b>1</b>
Closed	10	15	2	4	2	0	<b>8</b>

<b>ATTORNEY GENERAL</b>							
	FY2021/22	FY2022/23	FY2023/24				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Referred	29	74	8	12	25	38	<b>83</b>
Accusations Filed	18	43	11	11	13	16	<b>51</b>
Statement of Issues Filed	2	4	1	1	1	1	<b>4</b>
Total Pending Cases	26	73	59	53	65	89	<b>89</b>

<b>DISCIPLINARY PROCESS</b>							
	FY2021/22	FY2022/23	FY2023/24				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Proposed Decisions	3	3	1	2	0	1	<b>4</b>
Default Decision	2	5	5	8	2	7	<b>22</b>
Stipulation	5	11	5	2	3	4	<b>14</b>

<b>DISCIPLINARY OUTCOMES</b>							
	FY2021/22	FY2022/23	FY2023/24				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Revocation	9	8	6	9	2	8	<b>25</b>
Revoke, Stay, Probation	3	5	0	0	0	2	<b>2</b>
Revoke, Stay, Suspend/Prob	2	5	3	1	2	2	<b>8</b>
Revocation, Stay w/ Suspend	0	0	0	0	0	0	<b>0</b>
Probation Only	0	1	0	1	0	0	<b>1</b>
Suspension Only	0	0	0	0	0	0	<b>0</b>
Suspension & Probation	0	0	0	0	0	0	<b>0</b>
Suspension, Stay, Probation	2	0	0	0	0	0	<b>0</b>
Surrender of License	3	2	1	0	1	1	<b>3</b>
Public Reprimands	0	0	0	1	0	0	<b>1</b>
License Denied	0	0	1	0	0	0	<b>1</b>
Other	0	2	0	0	0	0	<b>0</b>
<b>Total</b>	<b>20</b>	<b>23</b>	<b>11</b>	<b>12</b>	<b>5</b>	<b>13</b>	<b>41</b>

<b>PROBATION</b>							
	FY2021/22	FY2022/23	FY2023/24				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Active	112	97	82	76	68	58	<b>58</b>



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# MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Board of Barbering and Cosmetology
<b>FROM</b>	Tiffany Moore, Cite and Fine, Inspections Manager Jennifer Porcalla, Cite and Fine, Inspections Manager
<b>SUBJECT</b>	<b>Agenda Item 7c Schools, Inspections, and Cite and Fine Report</b>

## STAFFING UPDATE

	Inspections Unit	Cite & Fine Unit
Current Number of Positions Allocated	21	12
Current Number of Vacant Positions	2	1

## Schools

The Board currently has 266 approved schools and 5 open school cases. The Board received 49 cases in quarter four of FY 2023/24.

## Externs

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

Extern Programs						
	2020	2021	2022	2023	2024	Total
<b>Number of Schools</b>	12	10	13	16	11	62
<b>Number of Establishments</b>	56	74	62	94	40	326

**Inspections and Citations Statistics**

CITATIONS							
	FY2021/22	FY2022/23	FY2023/24				YTD
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	
Establishments	3,262	3,646	774	593	820	990	<b>3,173</b>
Barber	276	355	73	65	103	80	<b>319</b>
Barber Apprentice	83	71	21	9	7	11	<b>48</b>
Cosmetologist	542	751	183	112	147	161	<b>602</b>
Cosmetologist Apprentice	19	29	9	0	0	5	<b>14</b>
Electrologist	0	1	0	0	1	0	<b>1</b>
Electrologist Apprentice	0	0	0	0	0	0	<b>0</b>
Manicurist	399	719	145	130	133	105	<b>512</b>
Esthetician	132	139	33	50	31	10	<b>123</b>
Unlicensed Est.	315	364	69	78	38	36	<b>224</b>
Unlicensed Individual	267	299	71	78	70	53	<b>277</b>
<b>Total</b>	<b>5,295</b>	<b>6,374</b>	<b>1,378</b>	<b>1,115</b>	<b>1,350</b>	<b>1,451</b>	<b>5,293</b>

INSPECTIONS							
	FY2021/22	FY2022/23	FY2023/24				YTD
	YTD	YTD	Jul-Sept	Oct-Dec	Jan*-Mar	Apr-Jun	
Establishments w/ violations	4,479	4,868	1,524	1,411	1,725		<b>2,645</b>
Establishments w/o violations	2,119	1,211	276	384	595		<b>722</b>
<b>Total</b>	<b>6,598</b>	<b>6,079</b>	<b>1,800</b>	<b>1,795</b>	<b>2,320</b>		<b>3,367</b>

\*Inspections updated through March 2024.

**Inspections**

**OUT OF BUSINESS and CLOSED ON CALL**

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	FYTD
Out of Business	115	117	153	150	139	144	201	217	241				<b>1,477</b>
Closed on Call	203	199	193	262	220	253	358	357	395				<b>2,440</b>
<b>TOTAL ISSUED</b>	<b>318</b>	<b>316</b>	<b>346</b>	<b>412</b>	<b>359</b>	<b>397</b>	<b>559</b>	<b>574</b>	<b>636</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,917</b>

**ESTABLISHMENT INSPECTIONS REPORTS ISSUED**

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	FYTD
Establishments w/ violations	646	598	487	720	454	514	519	492	582				<b>5,012</b>
Establishments w/o violations	103	89	90	104	141	140	204	190	201				<b>1,262</b>
<b>TOTAL ISSUED</b>	<b>749</b>	<b>687</b>	<b>577</b>	<b>824</b>	<b>595</b>	<b>654</b>	<b>723</b>	<b>682</b>	<b>783</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,274</b>

\*Inspections Conducted through March 2024.

**Citations**

As of July 1, 2024, the Cite and Fine Unit is at a 87 day turn-around time frame from when an inspection is completed to when the citation is mailed out to the establishment or licensee. This is 27 days more than last quarter which was a 60 day turn-around time frame. Between the first and fourth quarter we have filled all but one of our vacant inspector positions, this has resulted in an increase in the number of inspections conducted. As a result there as been a rise in the workload for the Cite and Fine analysts increasing the processing time frame for citations. Additionally, during the months of March and April we had fewer analysts to process citations, starting in the month of June DRC staff began helping to process citations so we can lower the number of days to process citations.

FY 23-24	July 23	Aug 23	Sept 23	Oct 23	Nov 23	Dec 23	Jan 24	Feb 24	Mar 24	April 24	May 24	June 24
Number of Inspectors	15	16	16	16	18	17	19	19	19	19	19	19
Number of Inspections	754	737	830	916	831	865	1,102	1,193	1,340	1,191	1,028	1,048
Number of Citation Analysts	3	3	3	3	3	3	3	3	2	2	3	6
<b>Inspection reports processed</b>												
Closed on Call	162	248	201	211	167	210	227	286	360	351	257	259
Out of Business	109	134	38	173	78	164	71	220	332	92	236	58
No Violation	84	115	73	101	48	146	160	131	202	188	163	111
Citations Issued	422	511	446	421	283	419	500	478	371	335	560	555
<b>Total Processed</b>	<b>777</b>	<b>1,008</b>	<b>758</b>	<b>906</b>	<b>576</b>	<b>939</b>	<b>958</b>	<b>1,114</b>	<b>1,264</b>	<b>965</b>	<b>1,215</b>	<b>753</b>
Number of Days to process Citations	28	31	25	32	35	39	60	55	60	76	74	87

**Citations Issued**

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	FYTD
Establishment	238	277	262	231	154	224	284	311	225	210	399	376	3191
Individual	136	182	147	119	94	157	176	124	121	102	124	146	1628
Unlicensed Establishments	23	28	16	31	19	20	14	14	10	10	11	19	215
Unlicensed Individuals	25	24	21	40	16	18	26	30	15	13	26	14	268
<b>TOTAL ISSUED</b>	<b>422</b>	<b>511</b>	<b>446</b>	<b>421</b>	<b>283</b>	<b>419</b>	<b>500</b>	<b>479</b>	<b>371</b>	<b>335</b>	<b>560</b>	<b>555</b>	<b>5,302</b>



**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 about 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.

<b>REQUEST FOR PAYMENT NOTICES SENT - FY 2023-2024</b>					
	<b>July-Sept</b>	<b>Oct-Dec</b>	<b>Jan-Mar</b>	<b>Apr-Jun</b>	<b>Total</b>
<b>Request for Payment Notice 1</b>	374	1,022	921	350	2,667
<b>Request for Payment Notice 2</b>	276	220	1,403	276	2175
<b>Request for Payment Notice 3</b>	191	98	696	1,955	2,940
<b>Referred to Collections</b>	0	6	5	0	11
<b>Referred to FTB</b>	0	3	240	506	749
<b>Grand Total</b>	<b>841</b>	<b>1,349</b>	<b>3,265*</b>	<b>3,087</b>	<b>8,542</b>

\*During the third quarter of FY 2023-2024 the Cite and Fine unit filled the vacant Program Technician II position whose duty is to process the aged outstanding citations. As a result, there has been an increase in the amount of Request for Payment Notices sent between quarter one, two, and three. During the fourth quarter of FY 2023-2024 DRC staff began helping to process Request for Payment Notices. We are in the process of getting a new Collection contract, once that contract is executed outstanding fines for unlicensed respondents, corporations, partnerships, and LLC will be sent to collections.

**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). Of the 345 payment plans created, 188 citations have been paid in full giving a success rate of 54%. It is taking an average of 206 days for the fines to be paid in full. The average fine amount is \$1,250.07 for payment plans.

<b>PAYMENT PLANS - FY 2023-2024</b>					
	<b>July – September</b>	<b>October - December</b>	<b>January- March</b>	<b>April-June</b>	<b>Total</b>
<b>Payment Plan Requested</b>	49	50	51	63	213
<b>Payment Plan Developed</b>	33	12	16	25	86
<b>Paid in Full</b>	26	3	9	4	42
<b>Payment Plan Cancelled</b>	56	9	55	7	127
<b>Total Pending Payment Plans</b>	108	87	47	44	44
<b>Initial Fine Amount Total:</b>	<b>\$124,800.00</b>	<b>\$122,125.00</b>	<b>\$73,200.00</b>	<b>\$68,200.00</b>	<b>\$68,200.00</b>
<b>Total Amount Paid</b>	<b>\$44,198.17</b>	<b>\$46,290.67</b>	<b>\$35,806.40</b>	<b>\$26,426.40</b>	<b>\$35,806.40</b>
<b>Current Total Balance:</b>	<b>\$80,601.83</b>	<b>\$75,834.33</b>	<b>\$37,393.60</b>	<b>\$41,773.60</b>	<b>\$41,773.60</b>



## MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Members, Board of Barbering and Cosmetology
<b>FROM</b>	Kristy Underwood, Executive Officer
<b>SUBJECT</b>	<b>Agenda Item 7d – Outreach Update</b>

### Outreach Events

- On May 22, 2024 Kristy Underwood (Executive Officer) attended the California Immigrant Policy Center Event hosted by the California Immigrant Policy Center and Immigrants Rising.
- On June 4, 2024 Kristy Underwood interviewed with ABC30 Fresno regarding Safe Sandal Season.

### Upcoming Outreach Events


- Face and Body Skincare Show, September 8-9, 2024. SAFE Credit Union Convention Center, Sacramento, CA.
- Jazz Beauty & Barber Trade Show, October 20, 2024. Pasadena, CA.


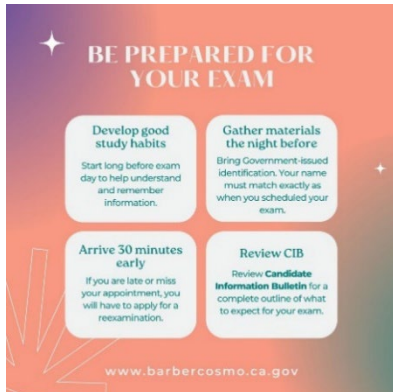
### Listservs


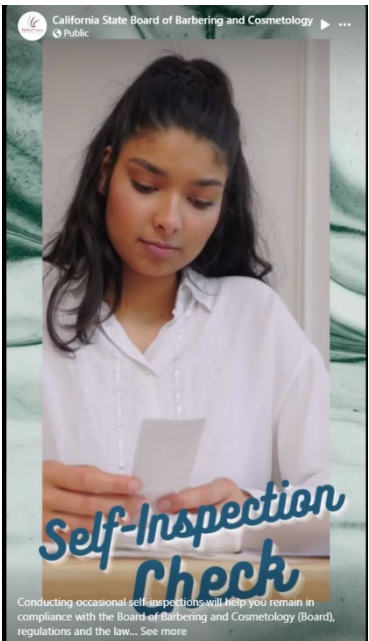

- April 3, 2024, the Board emailed Interested Parties and Licensees about the new issue of The BarberCosmo Update.
- April 12, 2024, the Board emailed Interested Parties regarding the agendas for the April 22, 2024, Committee Meetings.
- April 25, 2024, the Board emailed Interested Parties regarding the agenda for the May 6, 2024, Board Meeting.
- June 13, 2024, the Board emailed Interested Parties regarding the agenda for the June 24, 2024, Board Meeting.
- June 25, 2024, the Board emailed Interested Parties regarding SB 803 Clean-up regulation package.


- July 1, 2024, The Board emailed Interested Parties regarding the U.S. Department of Defense SkillBridge Program.
- The Board will continue to send (at minimum) a monthly email blast to licensees and interested parties.

**Social Media Posts**

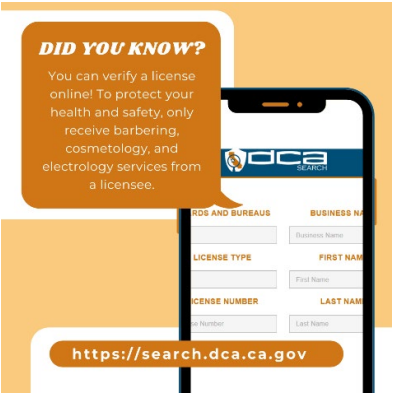

Image	Caption	Date	Type of Social media post	DCA Repost
	<p>What's the difference between a license and a certification?</p> <p>In California, a license is legally required to perform barbering or cosmetology services.</p> <p>If you are certified, then you received training in a specific service or skill. However, you do NOT have legal authority to do that activity without a license issued by the Board. For example, companies may provide "eyelash extension certification," but without a valid cosmetologist or esthetician license, an individual CANNOT provide eyelash extension services.</p> <p>When looking into certification programs, be sure to research that the skill being taught is within the scope of practice for your license. You can review all scopes of work for each license in the link below.</p> <p><a href="https://www.barbercosmo.ca.gov/licensees/index.shtml">https://www.barbercosmo.ca.gov/licensees/index.shtml</a></p>	<p>4/2/24</p>	<p>Image</p>	




	<p>The Board of Barbering and Cosmetology’s newsletter, The BarberCosmo Update, is now available. It contains information for licensees, establishment owners, consumers, and anyone else interested in the barbering and beauty industry. Please read the latest issue on the Board’s website at <a href="https://barbercosmo.ca.gov/.../newsletter_2024_issue_6.pdf">https://barbercosmo.ca.gov/.../newsletter_2024_issue_6.pdf</a></p>	<p>4/4/24</p>	<p>Image</p>	
	<p>Getting ready to take an exam? Here are some reminders to think about before you arrive. Tag your students or classmates below!</p> <p>Develop good study habits – Start long before exam day to help understand and remember information.</p> <p>Gather materials the night before – Bring Government-issued identification. Your name must match exactly as when you scheduled your exam.</p> <p>Arrive 30 minutes early – If you are late or miss your appointment, you will have to apply for a reexamination.</p> <p>Review CIB – Review Candidate Information Bulletin for a complete outline of what to expect for your exam. See link for CIB. <a href="https://tr.ee/gW8d_boF-D">https://tr.ee/gW8d_boF-D</a></p>	<p>4/10/24</p>	<p>Image</p>	

	<p>Barbers are licensed and regulated in California by the Board of Barbering and Cosmetology. The Board works to ensure that barbers follow State law and infection control standards. It is ultimately a licensee’s responsibility to understand their scope of practice as provided in Business and Professions Code section 7316.</p>	<p>4/11/24</p>	<p>Image</p>	<p>Posted in Spanish and Vietnamese</p>
	<ul style="list-style-type: none"> <li>▶ Conducting occasional self-inspections will help you remain in compliance with the Board of Barbering and Cosmetology (Board), regulations and the laws of California.</li> <li>▶ It will also reduce the number of violations cited during an inspection. The owner of the salon, and licensees working in the salon, will be cited if violations exist during the time of inspection. See link for self-inspections worksheet.</li> </ul>	<p>4/17/24</p>	<p>Reel</p>	
	<p>Self-Inspection Check:</p> <p>Are all supplies that cannot be disinfected, disposed of in a waste receptacle immediately after use? CCR 981(a)</p> <p>Conducting occasional self-inspections will help you remain in compliance with the Board of Barbering and Cosmetology (Board), regulations and the laws of California. It will also</p>	<p>4/18/24</p>	<p>Image</p>	<p>Posted in Spanish and Vietnamese</p>



	<p>reduce the number of violations cited during an inspection. The owner of the salon, and licensees working in the salon, will be cited if violations exist during the time of inspection. The following guidelines will assist with self-inspections.</p> <p>Self-Inspection worksheets found on link in bio.</p>			
 <p><b>COMMITTEE MEETINGS</b>  <b>APRIL 22, 2024</b>          9:00 AM - UNTIL COMPLETION OF BUSINESS</p> <ul style="list-style-type: none"> <li>◆ LICENSING AND EXAMINATIONS</li> <li>◆ LEGISLATION AND BUDGET</li> <li>◆ DIVERSITY, EQUITY, AND INCLUSION (DEI)</li> </ul> <p>LIVE WEBCASTS AT:  <a href="https://thedcapage.blog/webcasts/">HTTPS://THEDCAPAGE.BLOG/WEBCASTS/</a></p>	<p>Today - April 22, 2024 - starting at 9:00am:</p> <p>Licensing and Examination Committee</p> <p>Legislation and Budget Committee</p> <p>Diversity, Equity, And Inclusion (DEI) Committee</p> <p>Live Webcasts at:  <a href="https://thedcapage.blog/webcasts/">https://thedcapage.blog/webcasts/</a></p> <p>For agendas:  <a href="https://www.barbercosmo.ca.gov/about_us/meetings/index.shtml">https://www.barbercosmo.ca.gov/about_us/meetings/index.shtml</a></p>	<p>4/22/24</p>	<p>Image</p>	
 <p>Temperatures are warming up. <b>IT'S SAFE SANDAL SEASON!</b>          #SafeSandalSeason</p>	<p>Happy National Mani-Pedi Day!</p> <p>Temperatures are warming up! Get your toes ready! The California Board of Barbering and Cosmetology is kicking off its #SafeSandalSeason, sharing tips you need to know to protect yourself while getting a pedicure.</p> <p>BBC has remained committed to continue the program by updating the #Safe Sandal Season campaign including highlighting safety precautions</p>	<p>4/25/24</p>	<p>Image</p>	<p>Campaign with DCA</p>





	<p>that are specific to consumer awareness.</p>			
<p>N/A</p>	<p>Please take a moment to help the California Safe Cosmetics Program (CSCP) understand where licensees buy professional-use-only salon products. CSCP plans to use this information to investigate the safety of ingredients in salon products. Thank you for your contribution to this effort.</p> <p>Link below for (1) question survey:</p> <p><a href="https://www.surveymonkey.com/r/6KCYDSN">https://www.surveymonkey.com/r/6KCYDSN</a></p>	<p>4/29/24</p>	<p>Poll</p>	<p>Requested by CDPH.</p>
	<p>You can verify a license online at <a href="https://search.dca.ca.gov">https://search.dca.ca.gov</a></p> <p>To protect your health and safety, only receive barbering, cosmetology, and electrology services from a licensee.</p>	<p>4/30/24</p>	<p>Image</p>	
	<p>Please join the Board of Barbering and Cosmetology (BBC) in recognizing Asian American and Pacific Islander Heritage Month! During the month of May, we celebrate California's diverse heritage as well as the achievements and contributions of the AAPI communities.</p> <p>Read the Governor's proclamation here:  <a href="https://www.gov.ca.gov/.../governor-newsom-proclaims.../">https://www.gov.ca.gov/.../governor-newsom-proclaims.../</a></p>	<p>5/1/24</p>	<p>Image</p>	


	<p>Be sure to look for events in your area. It is a great way to bring the community together and create working bonds. You never know, you may just find your new barber, cosmetologist, electrologist, manicurist, or esthetician.</p>			
 <p><b>UPCOMING BOARD MEETING</b></p> <p>BarberCosmo Board of Barbering &amp; Cosmetology</p>	<p>Join us virtually or in-person on Monday May 6, 2024 for our Board Meeting in Burbank. This meeting starts at 9:00am.</p> <p>For agendas, meeting materials, and meeting links, visit the Board’s website at: <a href="https://www.barbercosmo.ca.gov/about_us/meetings/index.shtml">https://www.barbercosmo.ca.gov/about_us/meetings/index.shtml</a></p> <p>Live Webcast at: <a href="https://thedcapage.blog/webcasts/">https://thedcapage.blog/webcasts/</a></p>	<p>5/3/24</p>	<p>Image</p>	
 <p><b>BOARD MEETING TODAY</b></p> <p>BarberCosmo Board of Barbering &amp; Cosmetology</p>	<p>Today! Join us virtually or in-person at 9:00am for our Board Meeting in Burbank. Live webcast &amp; agenda found in link in bio.</p>	<p>5/6/24</p>	<p>Image</p>	
 <p><b>Attention</b></p> <p>ALWAYS CHECK THAT AN EMAIL FROM THE BOARD IS COMING FROM AN ADDRESS WITH “@DCA.CA.GOV” BEFORE REPLYING</p> <p>BarberCosmo Board of Barbering &amp; Cosmetology</p>	<p>Attention! There is an email scam going around in the industry.</p> <p>Remember to always check that the email is coming from an address with “@dca.ca.gov” before replying. Also, be advised that the Board of Barbering and Cosmetology will</p>	<p>5/9/24</p>	<p>Image</p>	

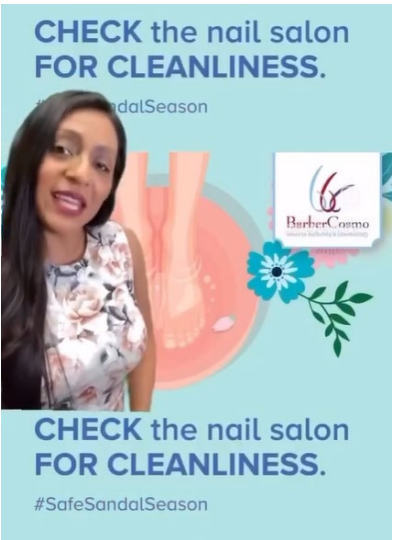



	<p>never ask for money to be sent via email.</p>			
	<p>Look for the License!</p> <p>Ringworm is highly contagious and spreads through direct contact. If an unlicensed person reuses infected towels and combs, you could easily get this fungal infection. Make sure you only receive services from someone who has a valid license.</p> <p>You can report unlicensed activity by using our website <a href="http://www.barbercosmo.ca.gov">www.barbercosmo.ca.gov</a></p>	<p>5/15/24</p>	<p>Image</p>	
	<p>Do not use these tools!</p> <p>Establishment Owners: Illegal tools found in an establishment can subject you up to a \$500.00 fine.</p> <p>Individual Operators: An operator present at the time of inspection that is found with an illegal tool at their workstation or is found using an illegal tool can also be subject up to a \$500.00 fine.</p> <p>The Board of Barbering and Cosmetology does not endorse or approve any specific tools. The tools shown do not meet the current requirements for use by any Board licensees or in any Board licensed establishment in the state of California.</p>	<p>5/22/24</p>	<p>Image</p>	<p>Posted in Spanish and Vietnamese</p>

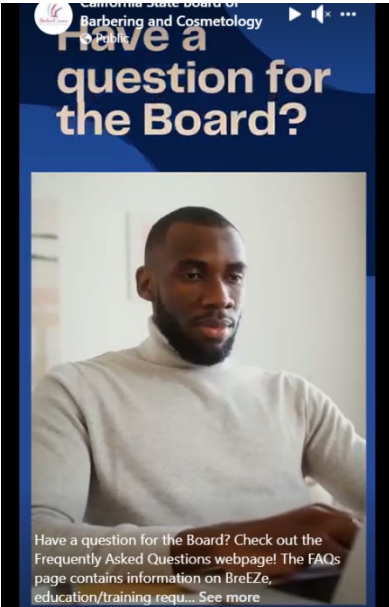

 <p>The Board will be closed in observance of Memorial Day.</p>	<p>The Board will be closed Monday, May 27, 2024, in observance of Memorial Day.</p>	<p>5/24/24</p>	<p>Image</p>	
 <p>Don't shave before an appointment. Did you know shaving makes you more susceptible to knicks and cuts that can attract bacteria? #SafeSandalSeason</p>	<p>Don't shave before an appointment. Did you know shaving makes you more susceptible to knicks and cuts that can attract bacteria? #SafeSandalSeason</p>	<p>5/28/24</p>	<p>Image</p>	<p>Campaign with DCA</p>
 <p>Safe Sandal Season TIP. #SafeSandalSeason</p>	<p>Keep your toes safe and looking good! Here are some tips to keep in mind when receiving a pedicure:</p> <p><a href="http://www.barbercosmo.ca.gov/.../publications/pedicure.pdf">http://www.barbercosmo.ca.gov/.../publications/pedicure.pdf</a> (link in bio)</p>	<p>6/3/24</p>	<p>Image</p>	<p>Campaign with DCA</p>
 <p>LGBTQ+ PRIDE MONTH JUNE 2024</p>	<p>California is home to the largest and more diverse barbering and beauty industry in the nation. As we celebrate pride month at the Board of Barbering and Cosmetology, here are some tips on ways to foster diversity, equity, and inclusivity at your salon, spa, or shop all year long!</p>	<p>6/6/24</p>	<p>Image</p>	

	<p>Create a safe space. Do not allow hate speech or any behavior that makes someone feel like they are not welcome.</p> <p>Use a person's preferred pronouns and name. If you're unsure, then ask. If you have client intake forms, update them so clients can share their pronouns. Remove gendered language from your marketing and branding.</p> <p>If possible, make restrooms gender neutral.</p>			
	<p>#ICYMI Executive Officer Kristy Underwood appeared on ABC30 this week to discuss #SafeSandalSeason and what to look for in a salon, watch here:</p>	<p>6/6/24</p>	<p>Video</p>	<p>DCA Reposted.</p>
	<p>Always make sure the cosmetologist's or manicurist's license is valid and posted at their workstation. The establishment license must also be valid and posted along with a poster that says "Message to the Consumer"</p> <p>Remember to post your #SafeSandalSeason pedicures this summer using the hashtag!</p>	<p>6/10/24</p>	<p>Image</p>	<p>Campaign with DCA</p>

 <p>The image shows a digital document titled "REGULATION EXCERPTS" with a Ukrainian title: "Закон про ліцензування парикмахерських і косметологічних послуг". It includes the BarberCosmo logo and the website URL www.barbercosmo.ca.gov.</p>	<p>The Board of Barbering and Cosmetology now has Health &amp; Safety Regulation Excerpts in Ukrainian! (also available in Arabic, Farsi, Simplified Chinese, Traditional Chinese, Russian)</p> <p><a href="https://barbercosmo.ca.gov/laws_regs/index.shtml">https://barbercosmo.ca.gov/laws_regs/index.shtml</a></p>	<p>6/12/24</p>	<p>Image</p>	
 <p>The graphic features a pair of feet in a pedicure basin with blue flowers. Text reads: "CHECK the nail salon FOR CLEANLINESS. #SafeSandalSeason". The BarberCosmo logo is in the top right corner.</p>	<p>Check the salon for cleanliness. Remember this #SafeSandalSeason, it's ok to ask for cleaning logs or the manicurist to wash their hands before they provide you services.</p>	<p>6/18/24</p>	<p>Image</p>	<p>Campaign with DCA</p>
 <p>The graphic has a black background with the word "juneteenth" in a colorful script font. Below it says "CELEBRATE FREEDOM" and the California Department of Consumer Affairs logo.</p>	<p>The Board of Barbering and Cosmetology joins in commemorating Juneteenth. We reflect on and celebrate the resilience, contributions and strength of Black Americans while committing to work together towards more equitable and inclusive communities.</p>	<p>6/19/24</p>	<p>Image</p>	
 <p>The graphic shows feet in a pedicure basin with orange flowers. Text reads: "Make sure FOOT SPA BASINS are PROPERLY CLEANED before dipping your toes in the water. #SafeSandalSeason". The BarberCosmo logo is in the top right corner.</p>	<p>Happy Friday! Here is a #SafeSandalSeason reminder before you head to the salon this weekend.</p> <p>Make sure all metal tools and foot spa basins are disinfected. Tools must always be properly disinfected. Improper disinfection or no disinfection</p>	<p>6/21/24</p>	<p>Image</p>	<p>DCA Reposted. Campaign with DCA.</p>

	<p>can lead to the transfer of bacteria or infection.</p> <p>Consumers have the right to see the salon’s cleaning and disinfection log. Wiping out the tub between clients isn’t enough. For example, in the case of whirlpool foot spas and air-jet basins, special disinfectant must circulate through the equipment for 10 minutes between consumers.</p>			
	<p>Heading to the nail salon for a pedicure this summer?</p> <p>Remember these safe sandal practices and tips from the California Board of Barbering and Cosmetology. This #SafeSandalSeason we have you covered!</p>	<p>6/25/24</p>	<p>Image</p>	<p>Campaign with DCA</p>
	<p>The Board of Barbering and Cosmetology and the Office of Professional Examination Services (OPES) are seeking licensed Hairstylists, Cosmetologists, and Barbers with various levels of experience and from diverse practice settings to serve as subject matter experts (SMEs) in Hairstylist examination development workshops. The SMEs in each workshop will be different to ensure objectivity of the exam development process and to ensure all aspects of the profession are represented.</p>	<p>6/27/24</p>	<p>Image</p>	



	<p>Please see link below for Hairstylist Subject Matter Expert Application.</p> <p><a href="https://www.barbercosmo.ca.gov/forms_pubs/sme_recruitment_flyer.pdf">https://www.barbercosmo.ca.gov/forms_pubs/sme_recruitment_flyer.pdf</a></p>			
	<p>Have a question for the Board? Check out the Frequently Asked Questions webpage! The FAQs page contains information on BreZE, education/training requirements, exams, license and renewals, transferring a license, inspections, citations, schools, and much more</p>	<p>6/28/24</p>	<p>Reel</p>	
	<p>NEW: Expedited licensure application processing now available to servicemembers enrolled in SkillBridge. For details, visit <a href="https://www.dca.ca.gov/military/">https://www.dca.ca.gov/military/</a></p>	<p>7/1/24</p>	<p>Image</p>	<p>DCA Required</p>

 <p>Don't let manicurists use dirty metal tools, files, or buffers. #SafeSandalSeason</p>	<p>This #SafeSandalSeason don't let manicurists use dirty metal tools. Dirty tools must be placed in a container labeled 'soil' and disinfected tools must be in a contained that is labeled clean. #SafeSandalSeason</p>	<p>7/2/24</p>	<p>Image</p>	<p>Campaign with DCA</p>
 <p>Happy Independence Day THE BOARD WILL BE CLOSED 7/4/24 IN OBSERVANCE OF INDEPENDENCE DAY</p>	<p>The Board will be closed on Thursday July 4 in observance of Independence Day.</p>	<p>7/3/24</p>	<p>Image</p>	
 <p>REFUSE nail products that contain METHYL METHACRYLATE. #SafeSandalSeason</p>	<p>Remember to refuse nail products that contain Methyl Methacrylate (MMA). It'll have a strong odor. The Food and Drug Administration (FDA) has concluded that liquid methyl methacrylate is a poisonous and deleterious substance that should not be used in fingernail preparations.</p>	<p>7/9/24</p>	<p>Image</p>	<p>Campaign with DCA</p>

	<p>California joins communities around the nation in recognizing July as Disability Pride Month, an opportunity to celebrate the many ways that people living with disabilities – whether visible or invisible, mobility or cognitive, vision or hearing, learning or sensory, developmental, or acquired – add to the diversity and strength of our state.</p>	<p>7/12/24</p>	<p>Image</p>	
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## MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Members, Board of Barbering and Cosmetology
<b>FROM</b>	Kristy Underwood, Executive Officer
<b>SUBJECT</b>	<b>Agenda Item 7e – Strategic Plan Update</b>

The Board continues to work on the goals and objectives identified in the 2022-2027 Strategic Plan. Between April and June of 2024, the Board has participated in the following goal related activities:

- Task 4.3.3: The Mobile Inspection Application is expected to go live on or about September 30, 2024. Staff have meetings with the vendor weekly and have started testing some aspects of the inspectors’ experience using the application.
- Task 5.4.1: Staff created a spreadsheet with information on booking platforms and are drafting language to contact the booking platforms.
- Task 6.2.3: Staff has been sharing more DEI-related social media posts, such as celebrating Disability Pride month, Juneteenth, LGBTQ+ pride month, and Asian American and Pacific Islander Heritage Month. Staff have also created more posts in different languages.
- Task 6.2.6: Staff are still publishing the quarterly newsletter, *The BarberCosmo Update*. The seventh issue is expected to be published early August.
- Task 6.4.7: The Licensing unit added a link to all emails for a survey that collects information on performance. This information is reviewed monthly to determine if there are any issues that should be addressed.

<b>Goal 1: Board Administration</b>			
<b>1.1</b>	<b>Establish and implement a comprehensive training plan for managers and staff to strengthen and develop their customer service skills in the workplace and improve the experience of stakeholders and consumers when interacting with the Board.</b>		
<b>Success Measure:</b>	<b>Completed training, improved Consumer Satisfaction Survey responses.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>Current Status</b>
1.1.1	Research training opportunities.	Q1 2023 and Ongoing Quarterly	Completed and Ongoing
	<ul style="list-style-type: none"> <li>Continuing to look at trainings that benefit the staff.</li> <li>SOLID customer service training completed 4/6/2023 and 2/5/2024.</li> </ul>		
1.1.2	Review training emails from CalHR, CPS, and SOLID for customer service class opportunities.	Q1 2023 and Ongoing Monthly	Completed and Ongoing
	<ul style="list-style-type: none"> <li>Customer service and DEI trainings scheduled with SOLID.</li> </ul>		
1.1.3	Create a quarterly calendar of potential classes for each unit.	Q1 2023 and Ongoing Quarterly	Completed and Ongoing
	<ul style="list-style-type: none"> <li>Spreadsheet of classes created and scheduled.</li> </ul>		
1.1.4	Spot check email responses sent for tone and correct information.	Q1 2023 and Ongoing Monthly	Completed and Ongoing
	<ul style="list-style-type: none"> <li>Reviewing staff emails a few times a week and addressing items as needed.</li> </ul>		
1.1.5	Spot check letters sent for tone and correct information.	Q1 2023 and Ongoing Monthly	Completed and Ongoing
	<ul style="list-style-type: none"> <li>Reviewing attached letters in BreZEze as well as when managers shadow staff.</li> <li>Reviewing letters and will plan a future project to refine the templates that are currently being used.</li> </ul>		
1.1.6	Managers deliver tips at monthly unit meetings.	Q1 2023 and Ongoing Monthly	Completed Ongoing
	<ul style="list-style-type: none"> <li>Managers started dedicating an agenda item on each monthly unit meeting to customer service in 2022.</li> </ul>		
1.1.7	Share a successful customer service story in each quarter in the newsletter.	Q1 2023 and Ongoing Quarterly	Completed Ongoing
	<ul style="list-style-type: none"> <li>Managers are asking staff for customer service stories in monthly meetings.</li> <li>The first successful customer service story was shared in the April 2023 monthly newsletter.</li> </ul>		
1.1.8	Create a customer satisfaction survey.	Q2 2023	Completed
	<ul style="list-style-type: none"> <li>Customer satisfaction survey added to BarberCosmo signatures.</li> </ul>		
1.1.9	Conduct annual training for the team.	Q3 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Conducted quarterly safety training and customer service training for all staff.</li> </ul>		

<b>1.2</b>	<b>Establish and implement internal communications to notify board members and staff of industry issues, health and safety concerns, trends, and products for the furtherance of consumer protection and safety.</b>		
<b>Success Measure:</b>	Report created; newsletters contain reports.		
<b>Objectives/Tasks</b>	<b>Target Completion</b>	<b>Current Status</b>	
1.2.1	Continue to highlight issues, concerns, trends, products in monthly newsletter. • Started Industry Trends/Concerns section in September 2021.	Q4 2022 and Ongoing	Completed Ongoing
1.2.2	Unit Managers (especially enforcement) report to EO and AEO of trends observed in industry. • Trends reported on monthly reports to chiefs and shared at manager meetings.	Q1 2023 and Ongoing	Completed Ongoing
1.2.3	Enhance reporting in newsletter data to show increases, decreases, and trends. • Managers started reporting trends in February 2023 (comparing the number of calls and emails received, complaints received, establishments inspected, enforcement cases assigned to analysts, and more to the previous month to show increase/decrease).	Q1 2023 and Ongoing	Completed Ongoing
1.2.4	Engage Health & Safety Advisory Committee to get industry input on trends being observed in the field. • Will be discussed at the October 2024 committee meeting.	Q3 2023 and Ongoing	Pending
<b>1.3</b>	<b>Fill staff vacancies to improve operational effectiveness.</b>		
<b>Success Measure:</b>	Vacancy rate remains under 15%.		
<b>Objectives/Tasks</b>	<b>Target Completion</b>	<b>Current Status</b>	
1.3.1	Submit RPA package to DCA OHR as soon as vacancies are available. • Staff currently submits RPA packages when notified of vacancies, refills, and reclassifications.	Q1 2023 and Ongoing	Completed Ongoing
1.3.2	Get applications scored as they become available. • Managers score applications within one week of receiving them.	Q1 2023 and Ongoing	Completed Ongoing
1.3.3	Interview promptly. • Managers schedule interviews within one week of scoring the applications.	Q1 2023 and Ongoing	Completed Ongoing
1.3.4	Management complete hiring process as quickly as possible. • Reference checks and Official Personnel File reviews are completed as soon as managers are aware of eligibility and then the required documents are submitted to the HR Liaison.	Q1 2023 and Ongoing	Completed Ongoing
1.3.5	Create and train on written procedures for all hiring managers with timelines. • Onboarding checklist updated with timeframes and shared with hiring managers.	Q1 2023 and Ongoing	Completed Ongoing

1.3.6	Post job openings on social media, Indeed, and other sources.	Q1 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Staff post on social media, Indeed, and Handshake as of December 2022.</li> </ul>		
1.3.7	Track data on 'where did you hear about this position?'	Q1 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Staff track the supplemental surveys submitted through SurveyMonkey asking how they heard about the position.</li> </ul>		
1.3.8	Include job announcements on website promptly.	Q1 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Once vacancies are posted on CalHR, Board staff submits tickets to OIS to post job announcements on the Board's website within 2 days.</li> </ul>		
<b>1.4</b>	<b>Develop a plan to work with community and state colleges to increase employment pipelines to recruit effective staff.</b>		
<b>Success Measure:</b>	<b>Vacancy rate remains under 15%.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
1.4.1	Work with Sac State and campus clubs on outreach events and opportunities.	Q4 2022 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>"Meet the Employer" events held in 2022 and 2023 with CSUS and ARC.</li> <li>Virtual "Meet the Employer" events scheduled for 2024.</li> </ul>		
1.4.2	Find other colleges and campus clubs to partner with on outreach events and opportunities.	Q2 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Staff reached out to the Los Rios Community College District, UC Davis, and junior colleges in the area.</li> <li>Posting on Sierra College's virtual job bulletin board.</li> </ul>		
1.4.3	Seek out career fairs and other outreach events/opportunities with multiple colleges.	Q2 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Staff reached out to the Los Rios Community College District and other junior colleges in the area.</li> </ul>		
<b>1.5</b>	<b>Enhance board member training with industry and staff presentations to bridge the gap between licensed and public board members.</b>		
<b>Success Measure:</b>	<b>Increased engagement from Public Board members.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
1.5.1	Present flow charts/information on internal processes.	Q4 2022	Completed
	<ul style="list-style-type: none"> <li>Flowcharts were presented at the October 24, 2022, board meeting.</li> </ul>		
1.5.2	Update board member manual to include info on license types and scopes of practice.	Q4 2022	Completed
	<ul style="list-style-type: none"> <li>Updated approved by the Board at the 04/17/2023 board meeting.</li> </ul>		

1.5.3	Provide industry presentations at board meetings that cover specific license types.	Q1 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>• April 2023 board meeting had electrology presentation.</li> <li>• July 2023 board meeting will have esthetics presentation.</li> <li>• October 2023 board meeting tentatively scheduled for hairstyling presentation.</li> </ul>		
<b>1.6</b>	<b>Utilize existing board sub-committees on a regular schedule to discuss larger issues and provide more resources for the Board to make informed decisions.</b>		
<b>Success Measure:</b>	<b>Committees make recommendations to full Board on larger issues.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
1.6.1	Schedule committee meetings.	Q4 2022 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>• Schedule created and sent to board members annually.</li> </ul>		
1.6.2	Provide background info on topics going before committees.	Q4 2022 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>• Committee members receive memorandums with background information.</li> </ul>		
1.6.3	Encourage committee chairs to provide direct ideas and actionable suggestions.	Q1 2023 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>• “Action Needed” and questions to lead discussion are provided on memorandums.</li> </ul>		
<b>Goal 2: Legislation and Regulation</b>			
<b>2.1</b>	<b>Review policies and regulations that advocate for and support consumer protection to ensure consumer safety.</b>		
<b>Success Measure:</b>	<b>Regulations and procedures are updated and current.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
2.1.1	Find out if inspectors are noticing any trends.	Q1 2023 and ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>• Topic added to all inspector meeting agendas and quarterly trainings.</li> <li>• Manager will watch for trends while reviewing inspection reports.</li> </ul>		
2.1.2	Review enforcement processes to ensure consumer safety is being provided.	Q3 2023 and Ongoing	Pending
2.1.3	Review and update health & safety regulations.	Q4 2023	Pending
	<ul style="list-style-type: none"> <li>• Regulation updates drafted. Staff working with Reg Counsel.</li> </ul>		
2.1.4	Update school regulation pertaining to health & safety.	Q4 2023	Pending
	<ul style="list-style-type: none"> <li>• Staff reviewing schools and externships language.</li> </ul>		

<b>2.2</b>	<b>Establish relationships with legislators to educate them on industry topics and advance Board interests.</b>		
<b>Success Measure:</b>	<b>At least one meeting held.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
2.2.1	Generate a list of potential legislators on B&P (or others). • List generated and provided to EO.	Q2 2023 and Ongoing	Completed
2.2.2	Develop and provide a Fact Sheet to hand out to legislators. • Fact Sheet developed and provided to EO.	Q2 2023 (updated annually)	Completed
2.2.3	Reach out to legislators to set up meetings. • One meeting held – will continue to reach out to legislators.	Q2 2023	Completed
2.2.4	Hold meetings with legislators. • Met with Senator Bradford's Office and Assembly Member Carrillo.	Q2 2023	Completed
<b>2.3</b>	<b>Implement Senate Bill 803 with thoroughly vetted regulations to remain in compliance with the law and support the industry.</b>		
<b>Success Measure:</b>	<b>Regulations are adopted; Hair Stylist and Pre-Apprentice licenses implemented.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
2.3.1	Develop and implement SB 803 regulations. • Regulations in process – staff will be refiling the package with OAL in July.	Q3 2023	Pending
2.3.2	Develop and implement new hairstylist license. • Applications drafted and posted on website. • Exam available as of July 1, 2023.	Q3 2023	Completed
2.3.3	Develop and implement pre-apprentice training. • Development of course completed. Staff working on regulation package.	Q3 2023	Pending
<b>2.4</b>	<b>Establish schedule of regular legislative and budget committee meetings to remain current with industry related issues and policies.</b>		
<b>Success Measure:</b>	<b>Meetings are scheduled.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
2.4.1	Create calendar for regular Legislative and Budget committee meetings. • Monthly meetings scheduled.	Q4 2022	Completed



<b>2.5</b>	<b>Develop regulation packages for on-going regulations that affect the industry to provide clarity on state statutes.</b>		
<b>Success Measure:</b>	Updated regulations filed with OAL.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
2.5.1	Review statutes & regulations to determine if there are regulations that need to be updated. • Staff reviewed regulations for updates.	Q4 2023	Completed
2.5.2	Make recommendation to the Board of any findings. • Staff provides recommendations to Committees to review prior to the full Board.	Q1 2024	Completed
2.5.3	Depending on board response, pursue a regulation package.	Q1 2024	Pending
<b>Goal 3: Licensing</b>			
<b>3.1</b>	<b>Explore and develop a list of ongoing educational options for licensees to increase consumer awareness and safety.</b>		
<b>Success Measure:</b>	Completion of all educational option tasks at least once.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
3.1.1	Post on social media. • Staff are posting on social media weekly at a minimum. • Posts are a mix of images and reels, with captions in English and other languages.	Q4 2022 and Ongoing	Completed Ongoing
3.1.2	Listserv email blast. • Email blasts are sent monthly.	Q4 2022 and Ongoing	Completed Ongoing
3.1.3	Coordinate attendance at in-person trade shows. • Staff attended in-person trade shows. • In-person trade shows on hold for 2024 due to the budget freeze.	Q4 2022 and Ongoing	Completed Ongoing
3.1.4	Explore mass text messages. • Education and Outreach Committee decided to table this until fee study is completed. As of 2024, there is a budget freeze.	Q1 2023	Completed
3.1.5	Hold more town hall meetings. • Cosmetology and Barber townhalls with PSI held. • Held three virtual townhalls for licensees. • Staff planning on a townhall in 2024 regarding the Proof of Training document.	Q4 2023	Completed
3.1.6	Make informational videos. • Staff creating Reels for social media.	Q4 2023	Completed

<b>3.2</b>	<b>Explore additional technology options to make the application process more efficient for licensees.</b>		
<b>Success Measure:</b>	BreEZe changes are implemented.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
3.2.1	Determine BreEZe process and need for future streamlining (e.g., make attach button bigger).	Q4 2024 and Ongoing	Completed
	<ul style="list-style-type: none"> <li>BreEZe meetings held every Friday to discuss opportunities for Breeze improvements. Multiple BreEZe improvements have been made and more are in the works.</li> </ul>		
3.2.2	Implement BreEZe enhancement to allow all applications to be submitted electronically.	Q4 2023	Completed
	<ul style="list-style-type: none"> <li>Several BreEZe tickets submitted.</li> </ul>		
<b>3.3</b>	<b>Review language used in board materials and communications to ensure that the language is accessible to licensees.</b>		
<b>Success Measure:</b>	Board materials have been updated.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
3.3.1	Review all Board materials, determine what needs to be updated.	Q1 2024	Completed
	<ul style="list-style-type: none"> <li>Staff reviewing website for items to be updated.</li> </ul>		
3.3.2	Use more inclusive language (e.g., pronouns, non-English – include translation services).	Q1 2024	Completed
	<ul style="list-style-type: none"> <li>Staff created a Simplified Chinese webpage accessible on the homepage to make finding Simplified Chinese publications easier.</li> </ul>		
3.3.3	Implement changes identified.	Q4 2024	Pending
<b>Goal 4: Inspections</b>			
<b>4.1</b>	<b>Increase inspector wages to attract and retain quality inspectors.</b>		
<b>Success Measure:</b>	Inspector pay-scales are increased.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
4.1.1	Work with DCA HR to increase wages.	Q4 2023	Completed
	<ul style="list-style-type: none"> <li>Completed for Inspector I position.</li> </ul>		



<b>4.2</b>	<b>Conduct yearly updated training with Board inspectors to develop language skills, cultural competency, customer service, report writing, and inspectors' industry-specific knowledge to increase competency and consistency.</b>		
<b>Success Measure:</b>	Monthly training plan has been implemented.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
4.2.1	Research and develop monthly training plan for inspectors monthly meeting. • Managers provide training in every meeting on relevant topics.	Q2 2023 and Ongoing	Completed
4.2.2	Research and develop more in-depth quarterly training. • Managers provide training on safety in the field and Excel. • Continuing to research additional training opportunities.	Q2 2023 and Ongoing	Completed
<b>4.3</b>	<b>Increase technology for inspections to streamline the process for inspectors and licensees.</b>		
<b>Success Measure:</b>	Mobile inspection process available to inspectors.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
4.3.1	Attend vendor demos for mobile inspector report. • Attended several demonstrations.	Q1 2023	Completed
4.3.2	Select a vendor. • Vendor selected.	Q1 2023	Completed
4.3.3	Work with vendor on configuration and implementation. • Configuration will begin within the next couple of months.	Q4 2023	Pending
4.3.4	Develop training materials for inspectors.	Q4 2023	Pending
<b>Goal 5: Enforcement</b>			
<b>5.1</b>	<b>Obtain special investigator positions to increase the efficiency of investigating consumer harm complaints.</b>		
<b>Success Measure:</b>	Special investigator positions obtained.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
5.1.1	Create and submit package to re-classify inspector positions to special investigator. • Completed and two positions filled.	Q4 2022	Completed
5.1.2	Recruit for new special investigator positions. • Special Investigator positions posted in March 2023 and filled.	Q2 2023	Completed

<b>5.2</b>	<b>Collaborate with the Bureau of Private Post-Secondary Education (BPPE) to conduct quality school investigations, to improve the qualifications of applicants and consumer protection.</b>		
<b>Success Measure:</b>	Joint inspections held.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
5.2.1	Establish regular meetings with BPPE.	Q4 2022 and Ongoing	Completed Ongoing
5.2.2	Schedule and conduct joint inspections of schools.	Q1 2023 and Ongoing	On Hold
<b>5.3</b>	<b>Investigate unlicensed activity in licensed and unlicensed locations (including phone application/web-based on-demand services) to increase consumer protection.</b>		
<b>Success Measure:</b>	Procedures have been updated and implemented.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
5.3.1	Create and update procedures for investigating unlicensed activity done outside of establishments.	Q1 2023 and Ongoing	Completed Ongoing
5.3.2	Create and update procedures for forwarding cases to DOI for investigation. • Met with DCA's Division of Investigation January 2023. Updating procedures.	Q1 2023 and Ongoing	Pending
<b>5.4</b>	<b>Explore and collaborate with industry booking platforms to require license verification to enhance consumer protection.</b>		
<b>Success Measure:</b>	Met with at least one booking platform contact.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
5.4.1	Research which booking platforms for industry services exist. • Researching what booking sites/application platforms are available. • Next plan of action will be to review enforcement complaints for social media to see what is commonly used.	Q1 2024	Pending
5.4.2	Determine contacts for booking platforms.	Q1 2024	Pending
5.4.3	Develop standardized language for contacting booking platforms.	Q1 2024	Pending
5.4.4	Attempt to hold meetings with booking platforms contact person.	Q1 2024	Pending
5.4.5	Present request for booking platforms to require license.	Q1 2024	Pending

<b>5.5</b>	<b>Review probationary process and existing remedial education information to ensure remedial education procedure and communication is clear.</b>		
<b>Success Measure:</b>	<b>Report delivered to the Board.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
5.5.1	Review the remedial education procedures.	Q4 2023	Pending
5.5.2	Review the orientation materials for probationers including remedial education.	Q4 2023	Pending
5.5.3	Review probationary process.	Q4 2023	Pending
5.5.4	Develop and update to the Board.	Q1 2024	Pending
<b>5.6</b>	<b>Develop remedial education material to assist in probationer compliance.</b>		
<b>Success Measure:</b>	<b>Recommendation made to the Board.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
5.6.1	Review existing remedial education requirements.	Q4 2023	Pending
5.6.2	Develop materials to present to the Board.	Q4 2023	Pending
5.6.3	Make recommendation to the Board on new remedial education program for probationers.	Q3 2023	Pending
<b>Goal 6: Outreach</b>			
<b>6.1</b>	<b>Ensure outreach communication is at an accessible level to increase public understanding.</b>		
<b>Success Measure:</b>	<b>Outreach communication is updated.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
6.1.1	Review existing outreach communication.	Q1 2023	Completed
6.1.2	Determine what materials need to be updated.	Q1 2023	Completed

6.1.3	Use more inclusive language (pronouns, non-English, etc.).	Q1 2023	Completed
6.1.4	Present recommendations to the Outreach Committee.	Q2 2023	Completed
6.1.5	Implement changes identified.	Q2 2023	Completed
<b>6.2</b>	<b>Explore different avenues for outreach and engagement to encourage self-development of licensees and awareness/engagement of the public.</b>		
<b>Success Measure:</b>	Annual completion of tasks.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
6.2.1	Look to update/develop handouts and website information.	Q4 2022 and Ongoing	Completed Ongoing
6.2.2	Develop monthly email blasts.	Q4 2022 and Ongoing	Completed Ongoing
6.2.3	Post on social media.	Q4 2022 and Ongoing	Completed Ongoing
6.2.4	Hold town halls.	Q4 2022 and Ongoing	Completed Ongoing
6.2.5	Attend trade shows.	Q4 2022 and Ongoing	Completed Ongoing
6.2.6	Publish quarterly newsletter.	Q4 2022 and Ongoing	Completed Ongoing
	<ul style="list-style-type: none"> <li>Issue 1 published October 2022. Now on Issue No. 7.</li> </ul>		
<b>6.3</b>	<b>Assess current engagement levels on Board’s website, newsletters, social media, mailers, etc. to better utilize resources and determine if they are reaching the proper audiences.</b>		
<b>Success Measure:</b>	Engagement levels have been assessed.		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
6.3.1	Pull website analytics, compare to previous year(s).	Q4 2022 and Ongoing	Completed Ongoing
6.3.2	Conduct more surveys/polls (about email, social media, website, mail).	Q1 2024 and Ongoing	Completed
6.3.3	Ask for feedback/conduct a feedback survey.	Q1 2024 and Ongoing	Completed

6.3.4	Explore analytics from social media sites (Facebook, Instagram). • Followers have increased due to increased frequency of posts.	Q1 2024 and Ongoing	Completed
<b>6.4</b>	<b>Solicit feedback from licensees on a more continuous basis to engage with licensees.</b>		
<b>Success Measure:</b>	<b>Feedback has been received; increased survey responses.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
6.4.1	Continue sending postcard surveys after inspections done and re-examine questions. • Reviewing and updating the postcard survey questions.	Q1 2023 and Ongoing	Pending
6.4.2	Determine if there is a QR code to issue after complaint closed.	Q1 2023 and Ongoing	Pending
6.4.3	Identify topics of interest. • Created a SurveyMonkey link for the public to complete after their interactions with the Board by email and this will be implemented soon. Also exploring the option of an automated phone survey and sending surveys by mail or posting a link to the website.	Q2 2023 and Ongoing	Pending
6.4.4	Explore adding a survey QR code to email signatures.	Q1 2024 and Ongoing	Completed
6.4.5	Explore offering a rating of how phone calls went (CIC or Admin).	Q1 2024 and Ongoing	Pending
6.4.6	Request feedback about program area effectiveness.	Q1 2024 and Ongoing	Pending
6.4.7	Conduct surveys/polls by all formats Added a link to BarberCosmo emails for a survey that collects information on performance.	Q1 2024 and Ongoing	Completed
6.4.8	Conduct a post-town hall survey on the topic addressed, desire for future events.	Q1 2024 and Ongoing	Pending
<b>6.5</b>	<b>Encourage the public to participate in online Board activities to inform, educate, and collaborate.</b>		
<b>Success Measure:</b>	<b>Increased public participation in online Board activities</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>CurrentStatus</b>
6.5.1	Reach out to schools about upcoming events. • Schools notified of upcoming board meetings by email.	Q4 2022 and Ongoing	Completed Ongoing
6.5.2	Distribute board meeting reminders by email, flyers, mail, etc. • Post on social media about upcoming board meetings.	Q4 2022 and Ongoing	Completed Ongoing

6.5.3	Distribute town hall reminders by email, flyers, mail, etc.	Q4 2023 and Ongoing	Completed
6.5.4	In career outreach activities, include information about other board events.	Q4 2023 and Ongoing	Completed
6.5.5	Add info to the call tree options.	Q4 2023 and Ongoing	Completed
	<ul style="list-style-type: none"> <li>• Reviewing phone tree to see where information can be clarified and added.</li> </ul>		
6.5.6	Explore more non-industry consumer events (state fairs, etc.).	Q4 2023 and Ongoing	Completed
	<ul style="list-style-type: none"> <li>• The State Fair does not offer complimentary booths.</li> <li>• The Bridal Showcase at Cal Expo will no longer be held.</li> <li>• The International Wedding Festival does not want the Board at their event.</li> <li>• Staff will continue to research other consumer events.</li> </ul>		
<b>6.6</b>	<b>Provide information at high schools, occupational schools, and public outreach events on the industry and how to become licensed to increase licensed activity and engage with potential licensees.</b>		
<b>Success Measure:</b>	<b>Completion of events and increased applications for licensure.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>Current Status</b>
6.6.1	Post information on social media.	Q4 2022 and Ongoing	Completed Ongoing
6.6.2	Include schools in email blasts	Q1 2023	Completed
	<ul style="list-style-type: none"> <li>• Start including schools in email blasts to licensees and interested parties.</li> </ul>		
6.6.3	Ask schools to post info internally (website, bulletin boards, etc.).	Q4 2023 and Ongoing	Completed
	<ul style="list-style-type: none"> <li>• What to Know Before Choosing a Barber and Cosmetology School pamphlets emailed and mailed to multiple high school districts.</li> <li>• Information shared at school outreach events for them to post and distribute to students.</li> </ul>		
6.6.4	Hold more outreach events at approved industry schools.	Q4 2023 and Ongoing	Completed
6.6.5	Identify contacts at high schools, occupational schools.	Q1 2024	Completed
	<ul style="list-style-type: none"> <li>• Contacts identified and contacted.</li> </ul>		
6.6.6	Identify venues (bridal shows, state fairs, etc.) to attend.	Q1 2024	Completed
	<ul style="list-style-type: none"> <li>• The State Fair does not offer complimentary booths.</li> <li>• The Bridal Showcase at Cal Expo will no longer be held.</li> <li>• The International Wedding Festival does not want the Board at their event.</li> <li>• Staff will continue to research other consumer events.</li> </ul>		

6.6.7	Hold more outreach events at high schools, occupational schools, county job fairs, etc.	Q3 2024	Completed
<ul style="list-style-type: none"> <li>• Outreach event on March 22, 2023, at two high schools in the Stockton Unified School District.</li> <li>• Outreach event on March 30, 2023, at Highlands High School Career Day.</li> <li>• Staff will research opportunities with county job fairs and other events.</li> </ul>			
<b>6.7</b>	<b>Explore within the outreach committee to create Board-specific outreach/media to expand access of information to the public and licensees.</b>		
<b>Success Measure:</b>	<b>Outreach plan has been developed and implemented.</b>		
<b>Objectives/Tasks</b>		<b>Target Completion</b>	<b>Current Status</b>
6.7.1	Ask committee to provide more specific direction on which concerns to prioritize to raise awareness.	Q2 2023	Completed
<ul style="list-style-type: none"> <li>• Discussed at 3/13 Education and Outreach Committee meeting.</li> <li>• Will promote scope of practice, how to become licensed, how to stay in compliance.</li> </ul>			
6.7.2	Request additional topic to parallel Safe Sandal Season.	Q2 2023	Completed
<ul style="list-style-type: none"> <li>• Discussed at 3/13 Education and Outreach Committee meeting.</li> <li>• Will promote scope of practice, how to become licensed, how to stay in compliance.</li> </ul>			
6.7.3	Develop an outreach plan based on Committee input.	Q4 2023	Completed
<ul style="list-style-type: none"> <li>• Started posting more Did You Know and Enforcement Reminders as recommended by the Education and Outreach committee.</li> </ul>			
6.7.4	Re-evaluate outreach plan annually.	Q1 2025 and Ongoing	Pending

*Agenda Items*  
*No. 8-10*  
*No Attachments*





## MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Members, Board of Barbering and Cosmetology
<b>FROM</b>	Kristy Underwood, Executive Officer
<b>SUBJECT</b>	Legislative Update

### 2024 Legislative Calendar and Deadlines

- August 5, Legislature reconvenes from Summer Recess.
- August 16, Last day for Fiscal committees to meet and report bills.
- August 19-31, Floor session only.
- August 23, Last day to amend bills on the Floor.
- August 31, Last day for each house to pass bills, Final Recess begins upon adjournment.
- September 30, Last day for Governor to sign or veto bills passed by the legislature before September 1, 2024.
- October 2, Bills enacted on or before this date take effect January 1, 2025, unless otherwise specified.
- November 5, General Election.
- November 30, Adjournment *sine die* (final adjournment) at midnight.
- December 2, 2025-2026 Regular Session convenes for Organizational Session at 12 noon.
- January 1, 2025, Statutes take effect.

### 2023-2024 Legislative Bills

- **AB 1328 (Gipson) Cosmetology Licensure Compact**

**Status:** Hearing canceled at the request of author.

**No Action Needed.**

- **AB 2166 (Weber) Barbering and Cosmetology: hair types and textures**

**Location:** Senate

**Status:** From Senate Business, Professions & Economic Development Committee. Do pass. (Ayes 12, Noes 0, NVR 0) (06/24/24). Re-referred to Appropriations.

**Hearing Scheduled:** 8/05/24.

**Summary:** This bill would require barbers, cosmetologist, and hairstylist to receive instruction in providing services to individuals with all hair types and textures, including various curl or wave patterns, hair strand thicknesses, and volumes of hair. It would require written tests to determine the applicant's skill and knowledge of providing services to individuals with varying hair types and textures.

**Board Position:** **Support** position taken at 02/26/2024 Board Meeting.

**No Action Needed.**

- **AB 2444 (Lee) Barbering and cosmetology: licensees: manicurists**

**Status:** Bill held in Assembly Appropriations.

**No Action Needed.**

- **AB 2862 (Gipson) Licenses: African American applicants**

**Status:** Hearing canceled at the request of author.

**No Action Needed.**

- **SB 817 (Roth) Barbering and Cosmetology: application, examination, and licensing fees**

**Location:** Assembly

**Status:** From Assembly Business & Professions Committee. Do pass. (Ayes 17, Noes 0, NVR 2) (07/11/23). Re-referred to Appropriations. Held, 2-year bill.

**Summary:** Would require the hairstylist application and examination fee be the actual cost to the Board for developing, purchasing, grading, and administering the examination, and limit a hairstylist's initial license fee to \$50. Language incorporated into SB 1451.

**Board Position:** **Support** position taken at 04/17/2023 Board Meeting.

**No Action Needed.**

- **SB 1451 (Ashby) Professions and Vocations**

**Location:** Assembly

**Status:** From Assembly Business & Professions Committee. Do pass. (Ayes 13, Noes 1, NVR 4) (06/25/24). Re-referred to Appropriations.

**Hearing Scheduled:** Not scheduled.

**Summary:** Would require the hairstylist application and examination fee be the actual cost to the board for developing, purchasing, grading, and administering the examination, and limit a hairstylist's initial license fee to no more than \$50.

**Board Position:** **Support** position taken at 05/06/2024 Board Meeting.

**No Action Needed.**

### **Bill Text**

Bill text are available online at the links provided below.

The text version of Assembly Bill 1328 is available online at [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202320240AB1328](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB1328).

The text version of Assembly Bill 2166 is available online at [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202320240AB2166](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB2166).

The text version of Assembly Bill 2444 is available online at [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202320240AB2444](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB2444).

The text version of Assembly Bill 2862 is available online at [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202320240AB2862](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240AB2862).

The text version of Senate Bill 817 is available online at [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202320240SB817](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202320240SB817).

The text version of Senate Bill 1451 is available online at [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=202320240SB1451](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB1451).



## MEMORANDUM

<b>DATE</b>	August 12, 2024
<b>TO</b>	Members, Board of Barbering and Cosmetology
<b>FROM</b>	Kristy Underwood, Executive Officer
<b>SUBJECT</b>	<p>Discussion and Possible Action Regarding Rulemaking Proposals:</p> <ul style="list-style-type: none"> <li>a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) sections 904, 909, 931, 932, 937, 962, and 998, and Repeal sections 928, 934, 950.1, 950.2, 950.3, and 950.4 (SB 803 Clean Up)</li> <li>b) 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)</li> <li>c) Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprenticeship Training)</li> <li>d) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)</li> <li>e) Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)</li> <li>f) Update Regarding Rulemaking to Amend Title 16, CCR section 911 (Out of State License Certifications)</li> <li>g) Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters)</li> <li>h) Update Regarding Rulemaking to Amend Title 16, CCR section 974.2 (Disciplinary Review Committee Clean Up)</li> <li>i) Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)</li> <li>j) Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)</li> </ul>

**The following modified regulation package was approved by the Board at the June 24, 2024, Board Meeting. The 15-day comment period was June 25, 2024, through July 10, 2024. No comments were received from the public. Staff are working on submitting the final rulemaking file to the Office of Administrative Law (OAL) for possible approval.**

- Title 16, CCR sections 904, 909, 931, 932, 937, 962, and 998, and Repeal sections 928, 934, 950.1, 950.2, 950.3, and 950.4 (SB 803 Clean Up)

**The following initial regulation packages are being prepared by Staff:**

- Title 16, CCR section 917 (Pre-Apprenticeship Training)
- Title 16, CCR section 931 (Interpreters) (*Pending Approval of SB 803 Clean-Up*)
- Title 16, CCR section 972 (Disciplinary Guidelines)
- Title 16, CCR section 974.4 (SB 384: Remedial Education Program)

**The following initial regulation package is under review by Regulations Counsel:**

- Title 16, CCR section 911 (Out of State License Certifications)
- Title 16, CCR section 977 et seq. (Health and Safety)

**The following initial 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 974.2 (Disciplinary Review Committee Clean Up)

*Agenda Items*  
*No. 13-15*  
*No Attachments*