

Occupational Licensing Study 50 State Comparison

State Board of Cosmetology

Cosmetologist
Cosmetology Teacher
Esthetician
Esthetician Teacher
Nail Technician
Nail Technician Teacher
Natural Hair Braider
Natural Hair Braider Teacher



Presented by the Pennsylvania
Department of State

2020

Cosmetologist

A licensed individual who is engaged in the practice of cosmetology.

The practice of cosmetology includes the embellishment, cleanliness and beautification of the human hair, such as arranging, braiding, dressing, curling, waving, permanent waving, cleansing, cutting, singeing, bleaching, coloring, pressing, or similar work thereon and thereabout, and the removal of superfluous hair, and the massaging, cleansing, stimulating, manipulating, exercising, or similar work upon the scalp, face, arms or hands, or the upper part of the body, by the use of mechanical or electrical apparatus or appliances or cosmetics, preparations, tonics, antiseptics, creams or lotions, or by any other means.

Cosmetology Teacher

An individual who is qualified, without further licensure, to perform the functions of a teacher in cosmetology.

Esthetician

An individual licensed by the state board to practice esthetics.

Esthetics is the practice of massaging the face, applying cosmetic preparations, antiseptics, tonics, lotions or creams to the face, removing superfluous hair by tweezers, depilatories or waxes and the dyeing of eyelashes and eyebrows.

Esthetician Teacher

A teacher licensed by the state board for the purpose of providing instruction in the area of esthetics.

Nail Technician

An individual licensed by the state board to engage in the practice of nail technology.

Nail technology means the practice of manicuring the nails of an individual, applying artificial or sculptured nails to an individual, massaging the hands of an individual or massaging the lower arms of an individual up to the individual's elbow, massaging the feet of an individual or the lower legs of an individual up to the individual's knee, or a combination of these act.

Nail Technician Teacher

A teacher licensed by the state board for the purpose of providing instruction in the area of nail technology.

Natural Hair Braider

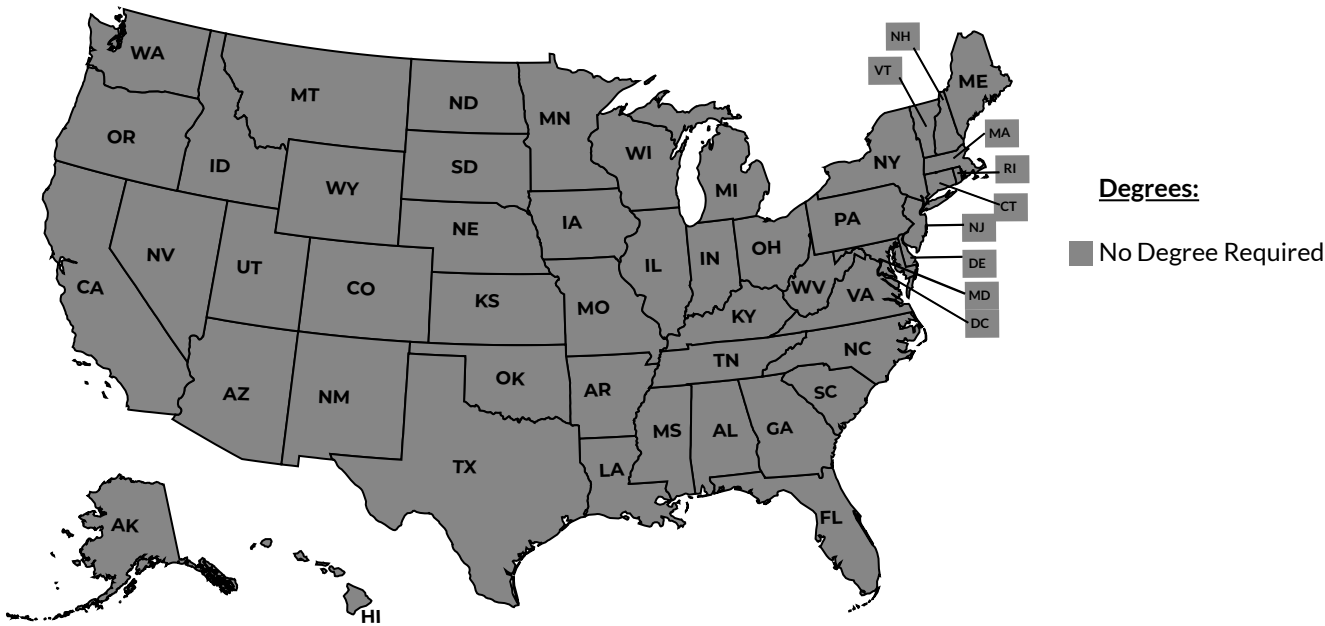
An individual licensed by the state board to engage in the practice of natural hair braiding.

Natural hair braiding is the practice of utilizing techniques that result in tension on hair roots of individuals, such as twisting, wrapping, weaving, extending, locking or braiding of the hair.

Natural Hair Braider Teacher

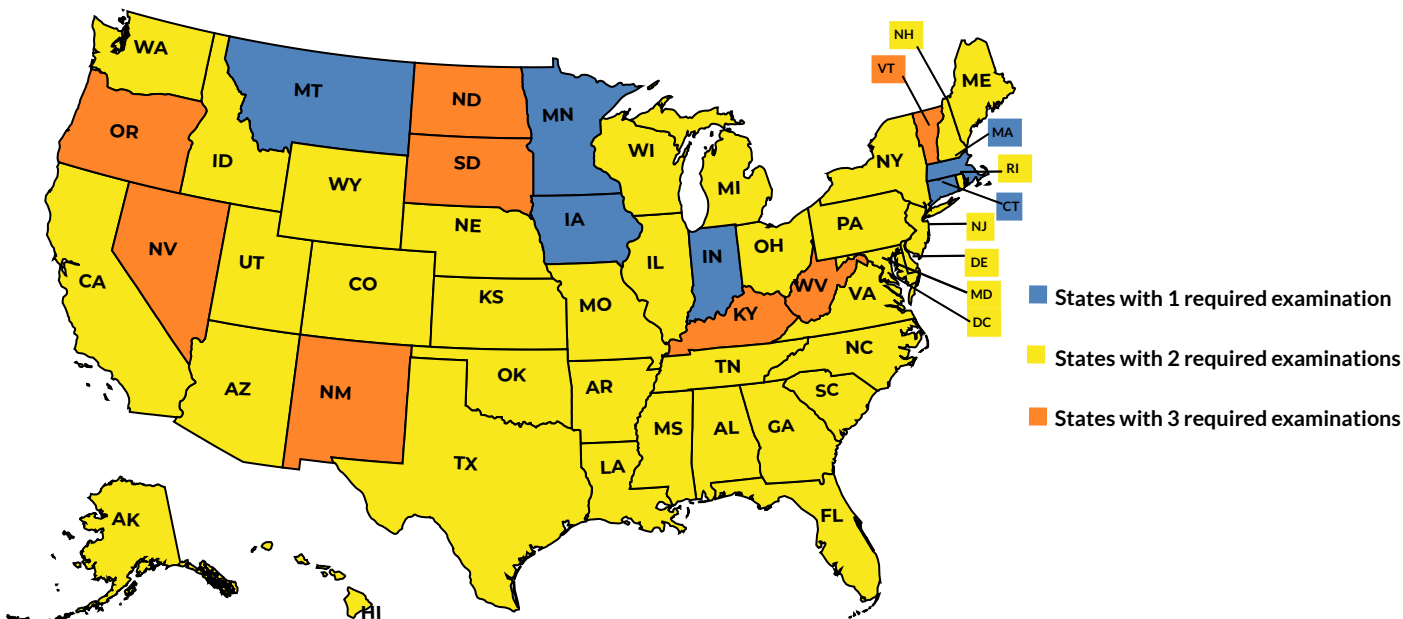
A teacher licensed by the state board for the purpose of providing instruction in the area of natural hair braiding.

Cosmetologist



*In Pennsylvania, applicant must complete the tenth grade.

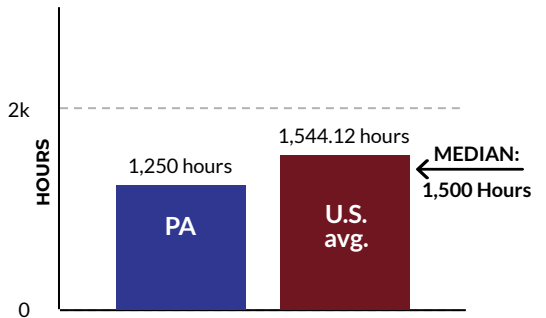
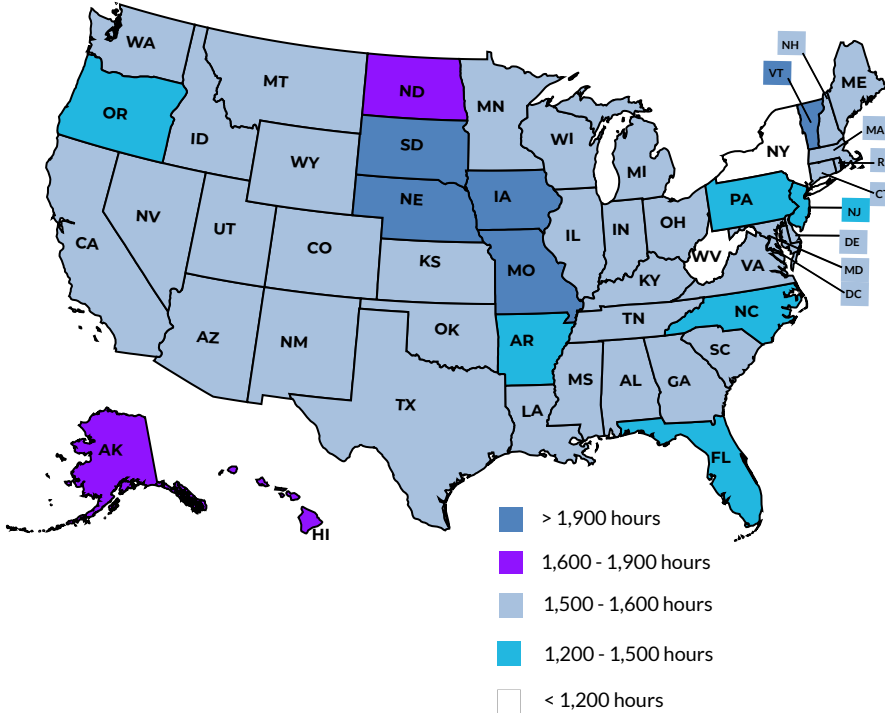
Examination Requirement



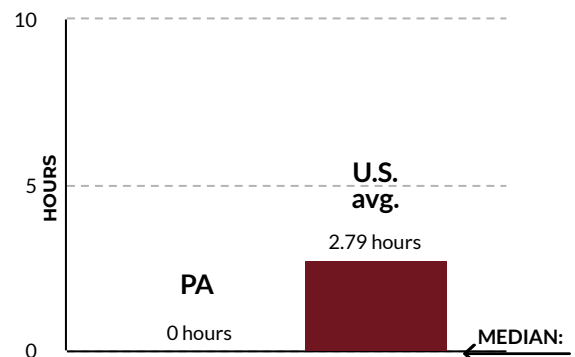
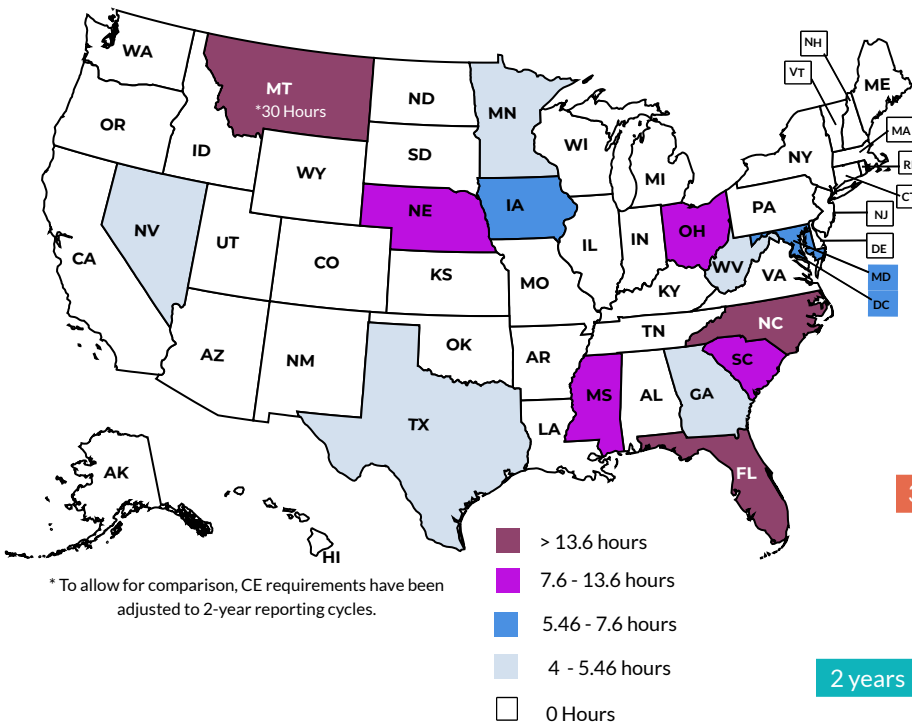
*Some states refer to the written and theoretical aspects of the cosmetologist examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the cosmetologist examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

Cosmetologist

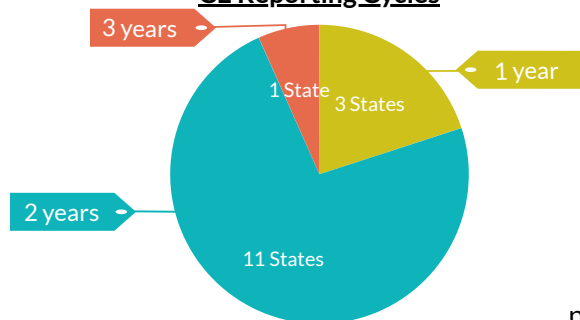
Training / Experience Requirement



Continuing Education Requirement

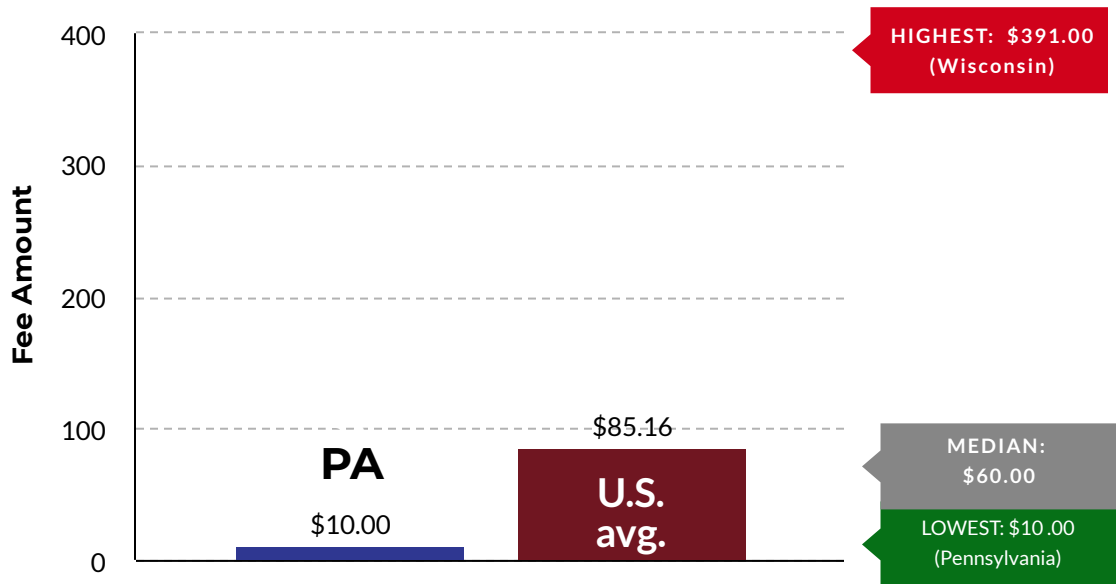


CE Reporting Cycles



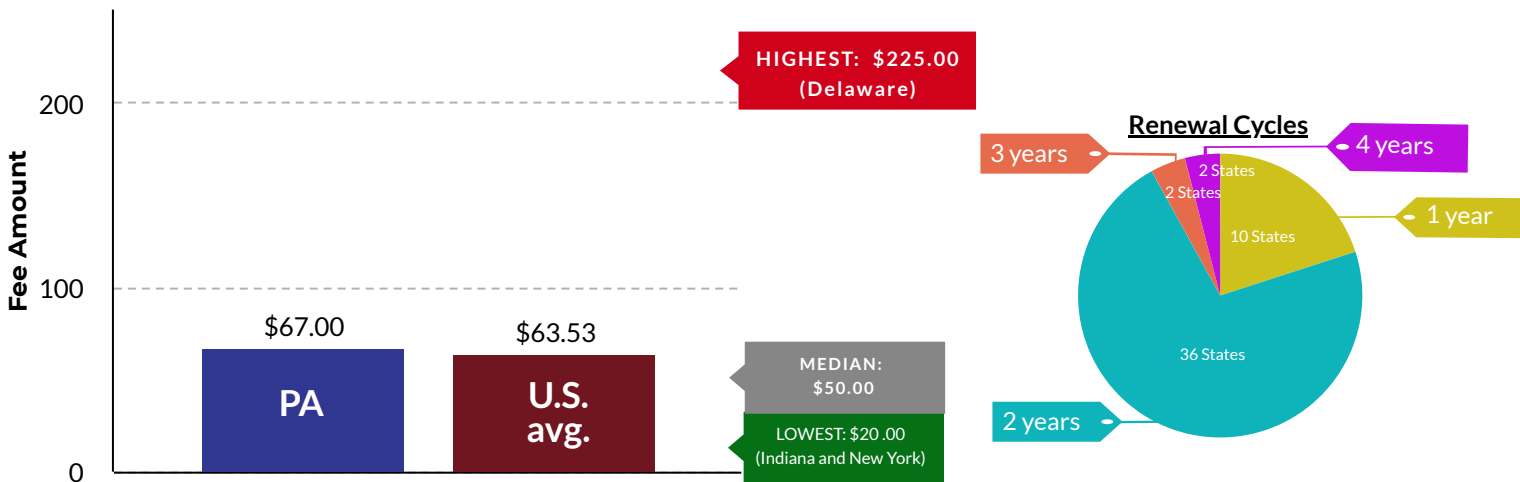
Cosmetologist

Initial Licensing Fee



* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

Renewal Fees



*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

*Colorado does not provide renewal fee information

Colorado does not provide any renewal information

Cosmetologist

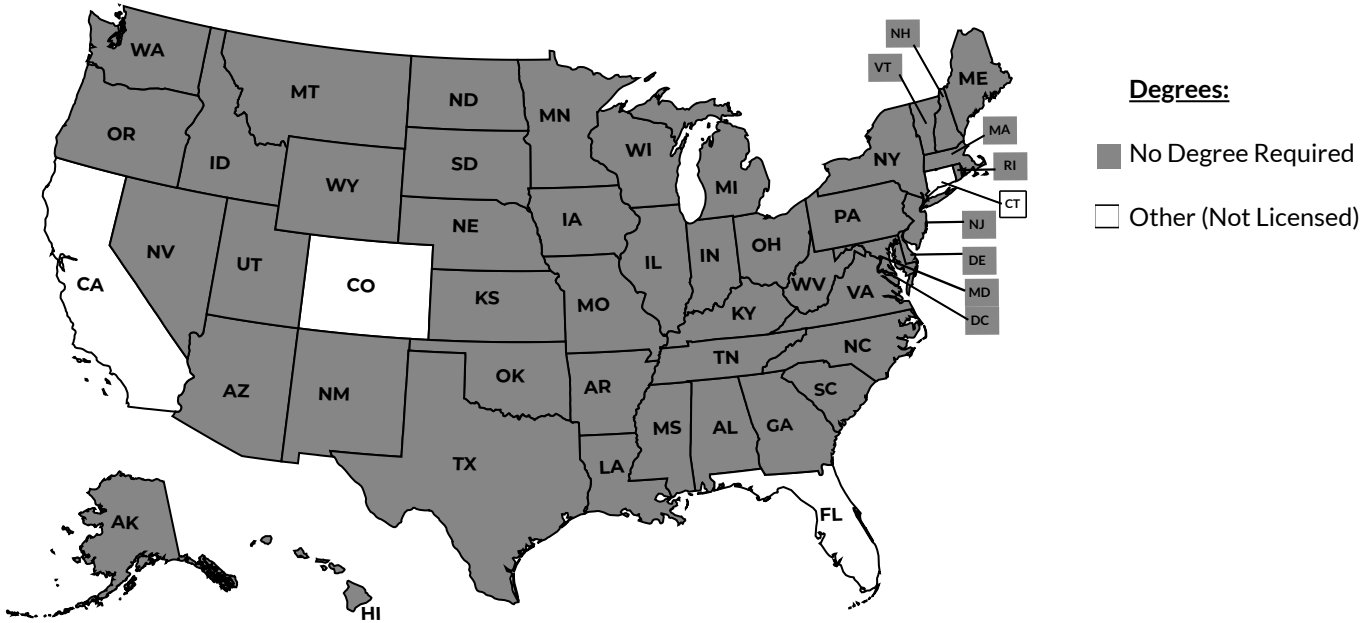
States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>Licensure by Credential/Waiver</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Nebraska	Alaska	Hawaii
Connecticut	Alaska	Nevada	Minnesota	
District of Columbia	Arizona	New Mexico	Montana	
Florida	Arkansas	New York	Utah	
Georgia	California	North Carolina		
Idaho	Delaware	North Dakota		
Illinois	District of Columbia	Ohio		
Iowa	Indiana	Oklahoma		
Maine	Kansas	Oregon		
Maryland	Kentucky	Pennsylvania**		
New Hampshire	Louisiana	South Carolina		
New Jersey	Massachusetts	South Dakota		
Rhode Island	Michigan	Tennessee		
Texas	Mississippi	Washington		
Vermont	Missouri	West Virginia		
Virginia				
Wisconsin				
Wyoming				

**Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

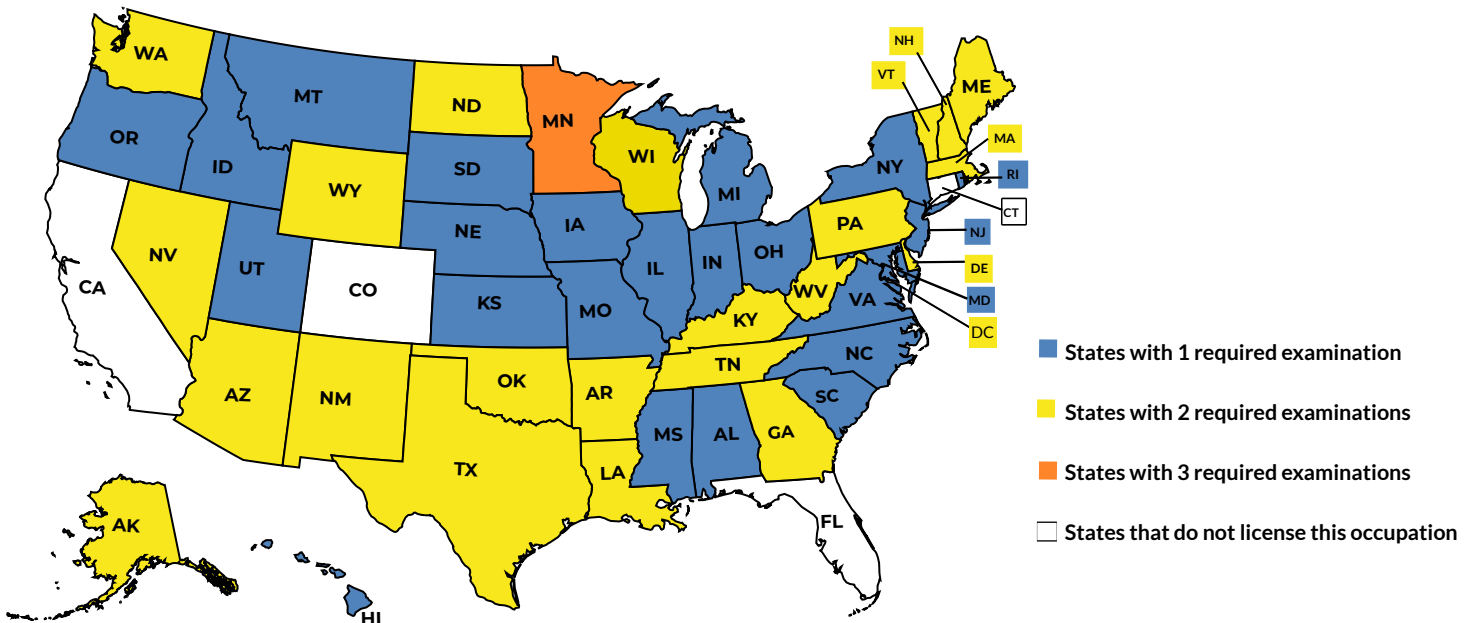
Cosmetology Teacher

Degree Requirement



*In Pennsylvania, applicant must complete the 12th grade or GED.

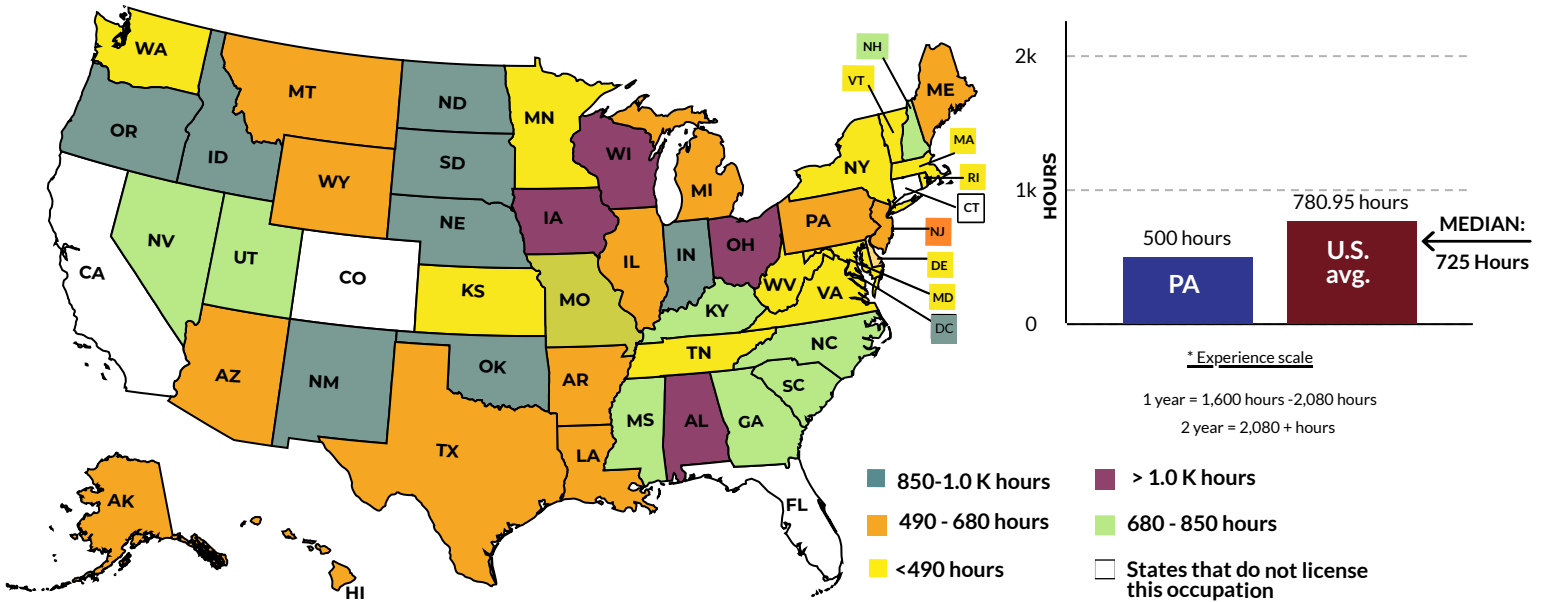
Examination Requirement



*Some states refer to the written and theoretical aspects of the cosmetology teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the cosmetology teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

Cosmetology Teacher

Instructor Training Requirement



*Minnesota requires 2,700 hours of licensed practice as a cosmetologist within the past three years

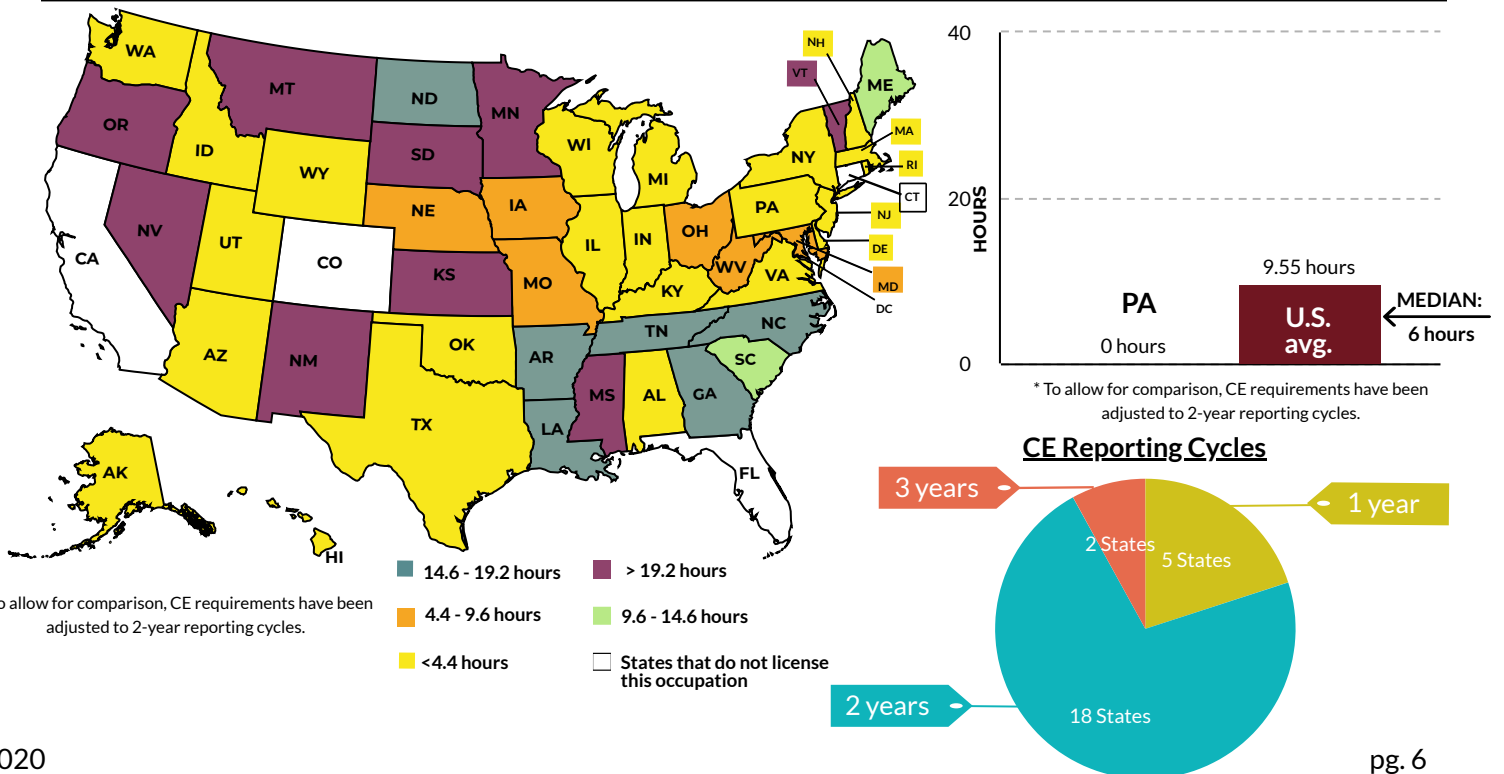
*Maryland, Massachusetts and New York require a minimum of 2 years of work experience as a cosmetologist

*Vermont requires 3 full-time years of experience as a cosmetologist

*Virginia requires applicants to pass a course in teaching techniques at the post-secondary educational level along with an instructor training course approved by the board

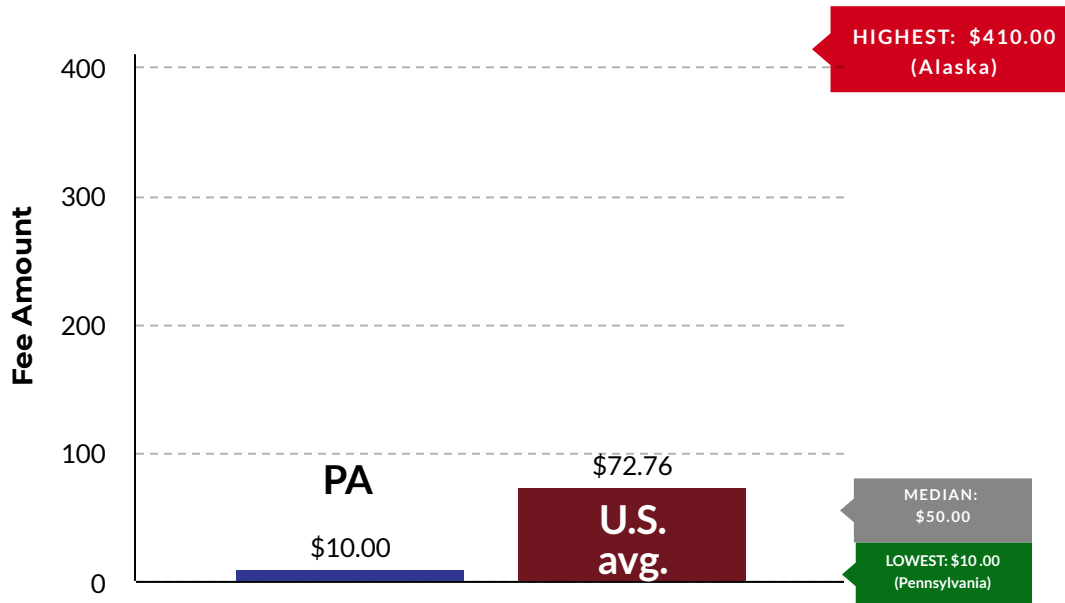
*West Virginia requires applicants to either complete a course in teaching techniques at a post-secondary educational level--this can be completed through a 2-Day Teaching Techniques Seminar

Continuing Education Requirement



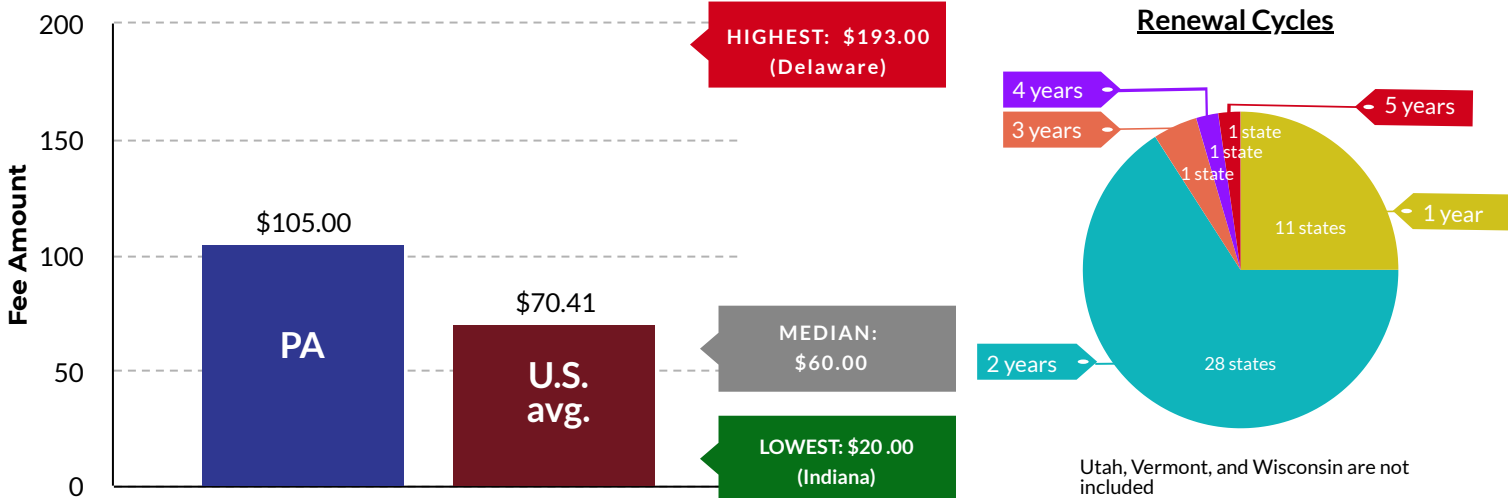
Cosmetology Teacher

Initial Licensing Fee



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Renewal Fees



*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Utah, Vermont, and Wisconsin are not included

Cosmetology Teacher

States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>By Credentials</u>	<u>Not Specified in Legislation</u>	<u>Licensure without Examination</u>
Alaska	Alabama	Maryland	Hawaii	North Dakota
District of Columbia	Arizona	Massachusetts	Kansas	
Georgia	Arkansas		New Jersey	
Idaho	Delaware		Oregon	
Illinois	Indiana		South Dakota	
Iowa	Kentucky		Wisconsin	
Maine	Louisiana			
Minnesota	Michigan			
Missouri	Mississippi			
Montana	Nebraska			
New York	Nevada			
Rhode Island	New Hampshire			
Vermont	New Mexico			
Virginia	North Carolina			
Wyoming	Ohio			
	Oklahoma			
	Pennsylvania**			
	South Carolina			
	Tennessee			
	Texas			
	Washington			
	West Virginia			

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Esthetician

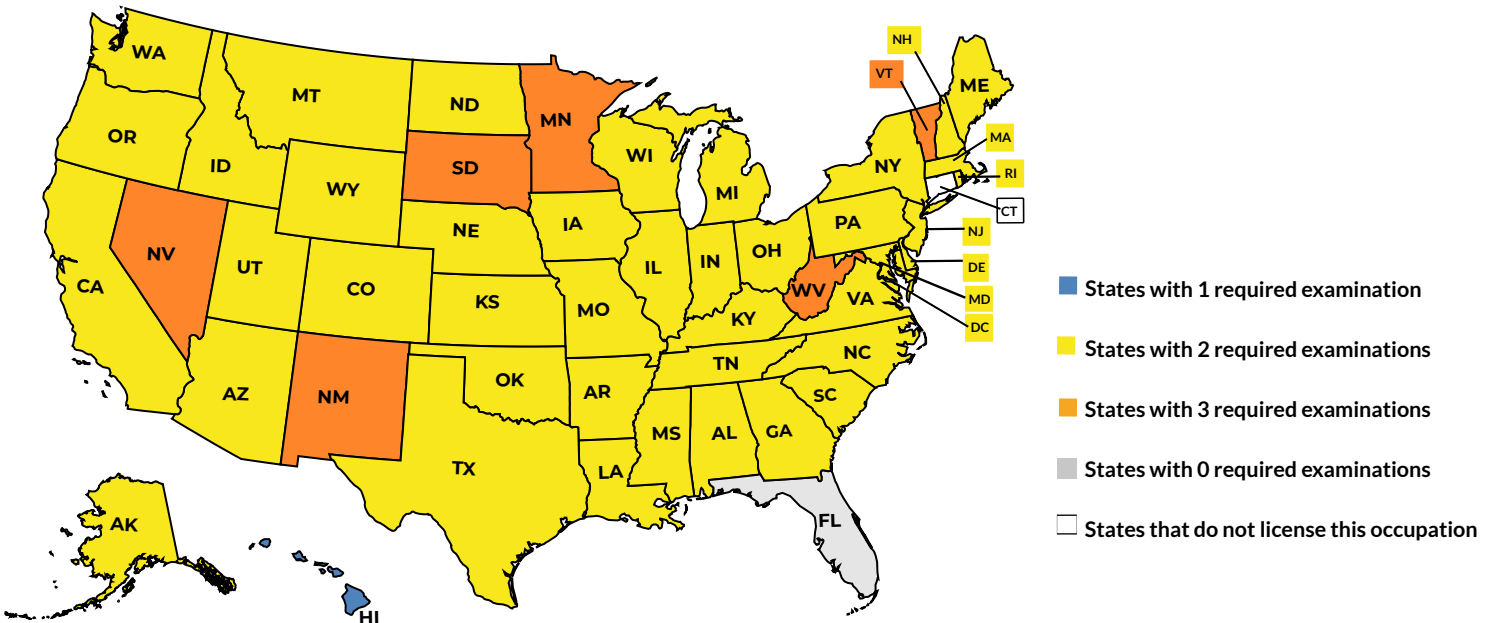
Degree Requirement



*Estheticians practicing in **Connecticut** are not required to hold a license until July 1, 2020. It is anticipated that the program will be fully implemented in February, 2020

*Applicants in Pennsylvania are required to pass the 10th grade.

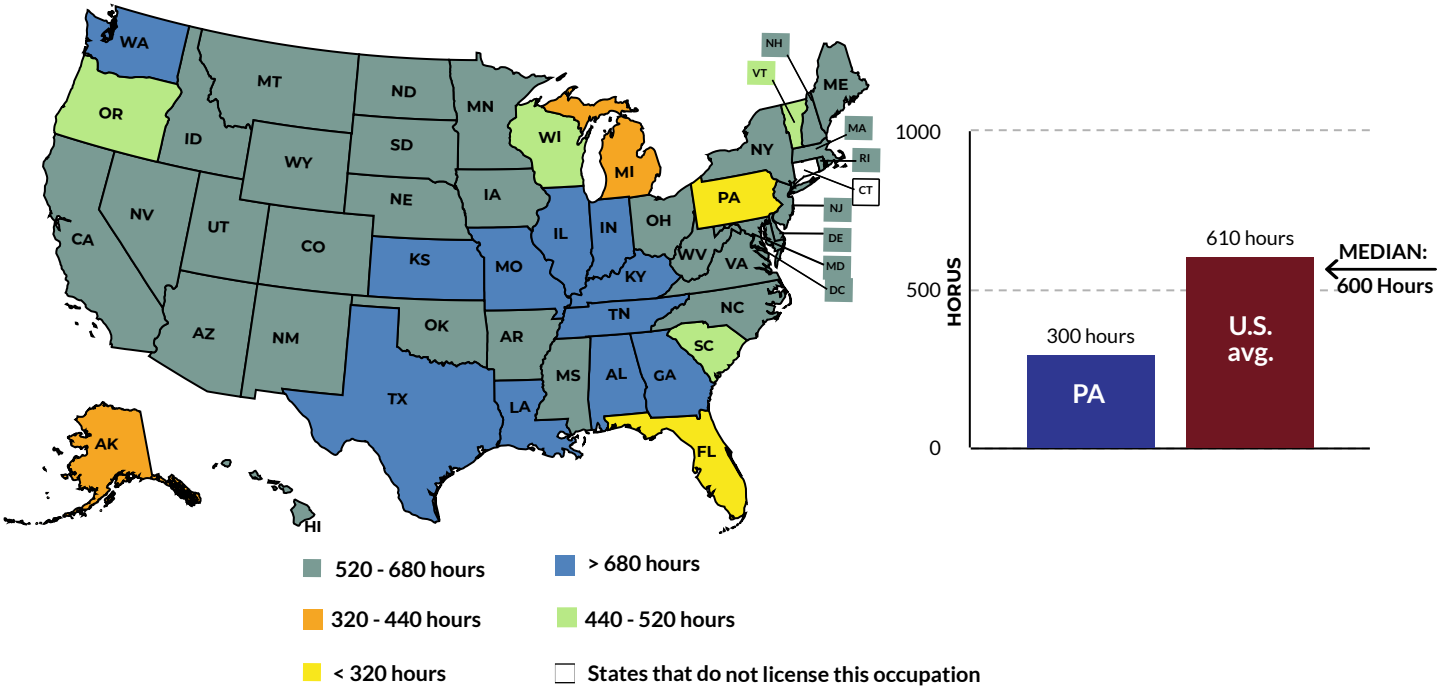
Examination Requirement



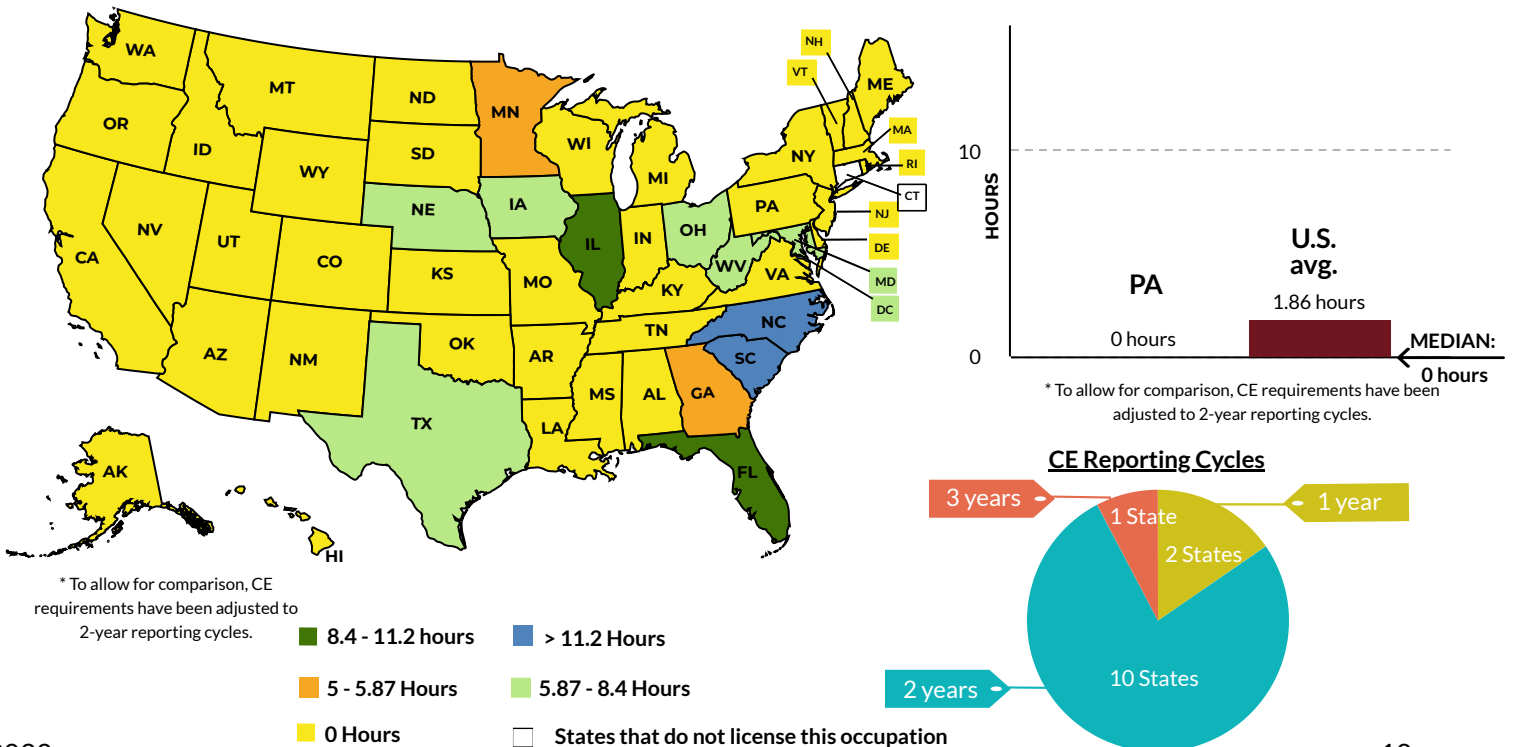
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Esthetician

Training / Experience Requirement

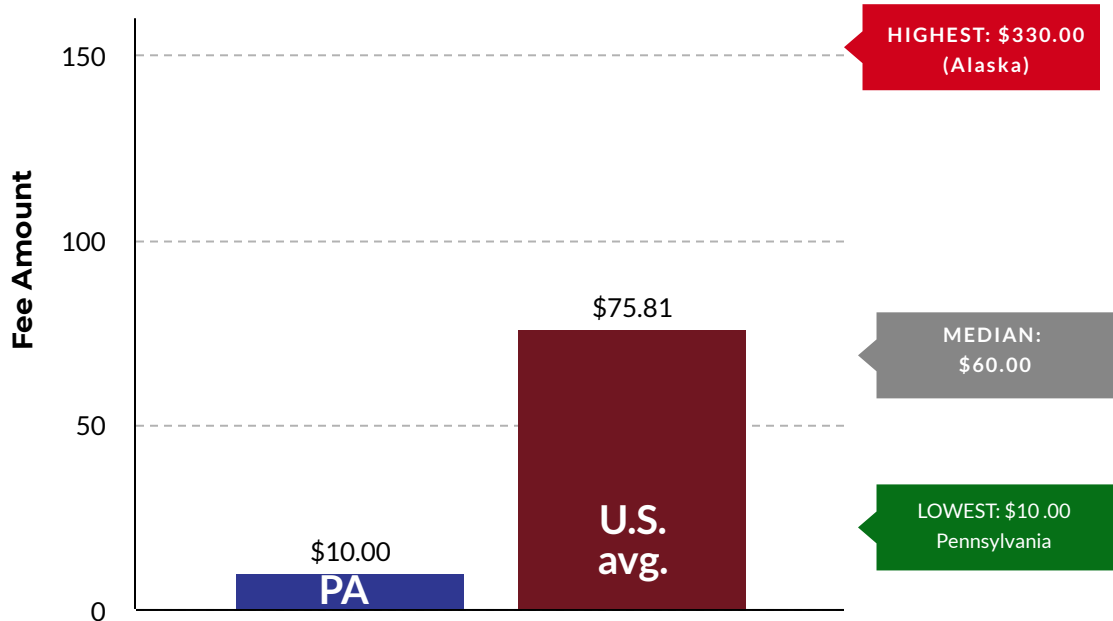


Continuing Education Requirement



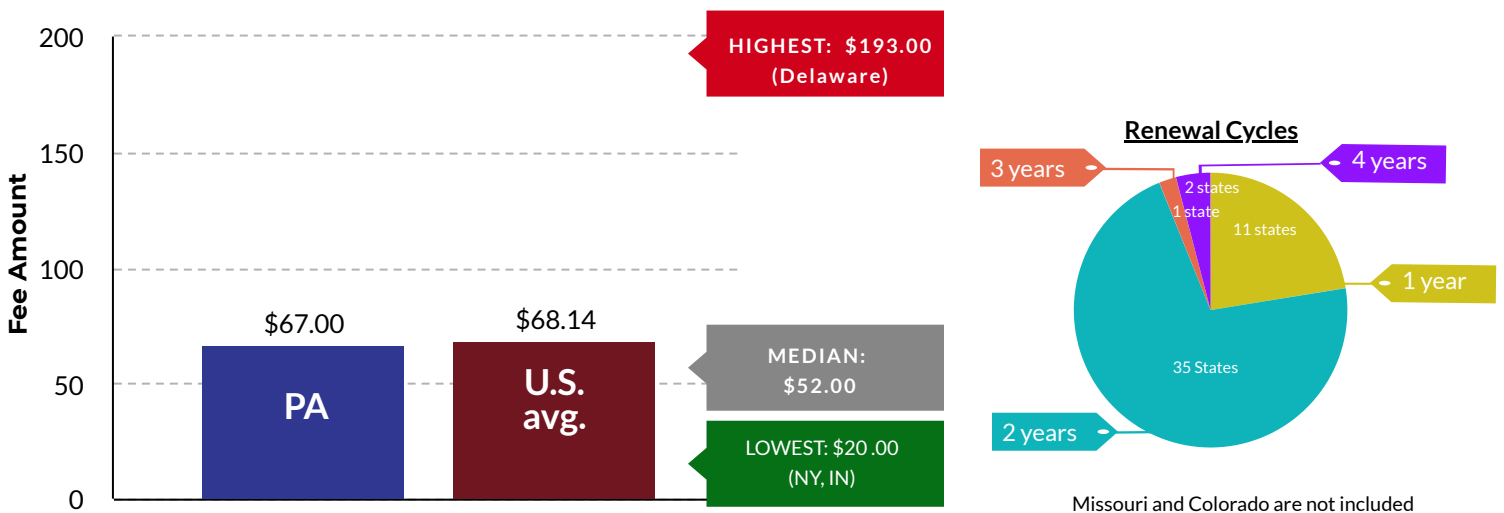
Esthetician

Initial Licensing Fee



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Renewal Fees



*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Missouri and Colorado are not included

Esthetician

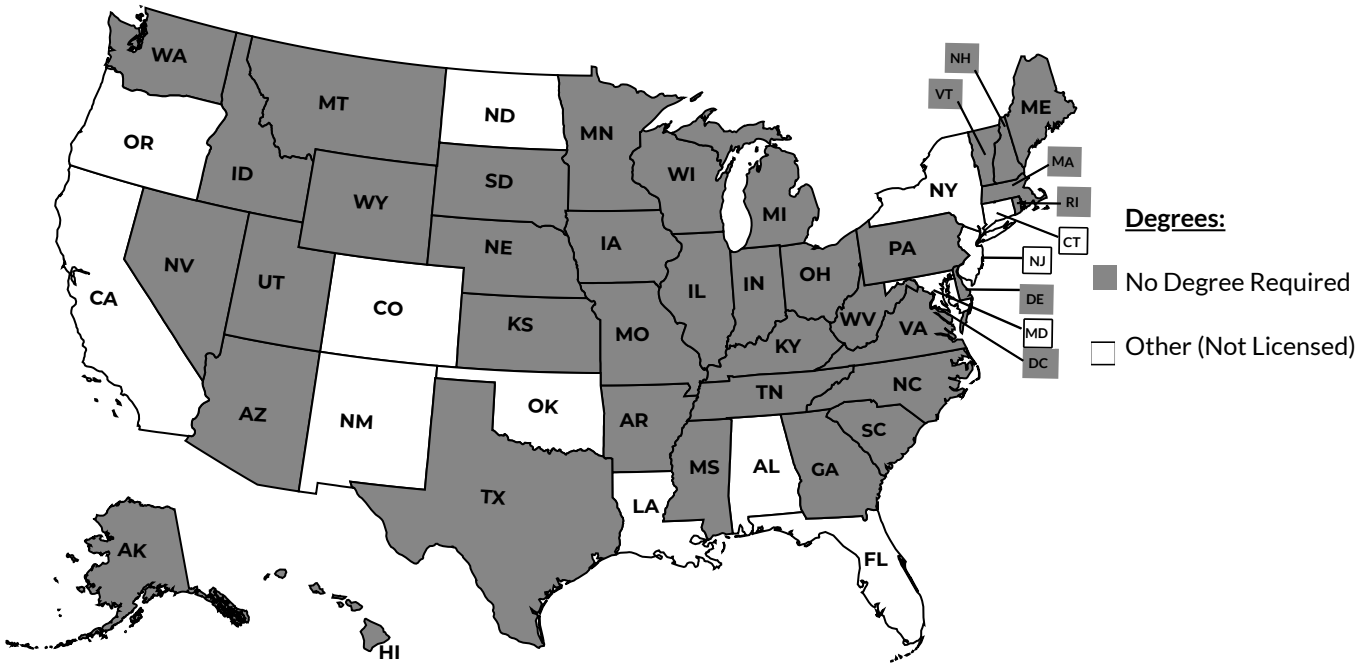
States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Colorado	Alabama	Nebraska	Alaska	
Florida	Arizona	Nevada	Kentucky	California
Idaho	Arkansas	New Mexico	Minnesota	Georgia
Illinois	Colorado	North Carolina	Texas	Hawaii
Iowa	Delaware	North Dakota		
Maine	District of Columbia	Ohio		
New Hampshire	Indiana	Oklahoma		
New Jersey	Kansas	Oregon		
New York	Louisiana	Pennsylvania**		
Rhode Island	Massachusetts	South Dakota		
South Carolina	Michigan	Tennessee		
Utah	Mississippi	Washington		
Vermont	Missouri	West Virginia		
Virginia				
Wisconsin				
Wyoming				

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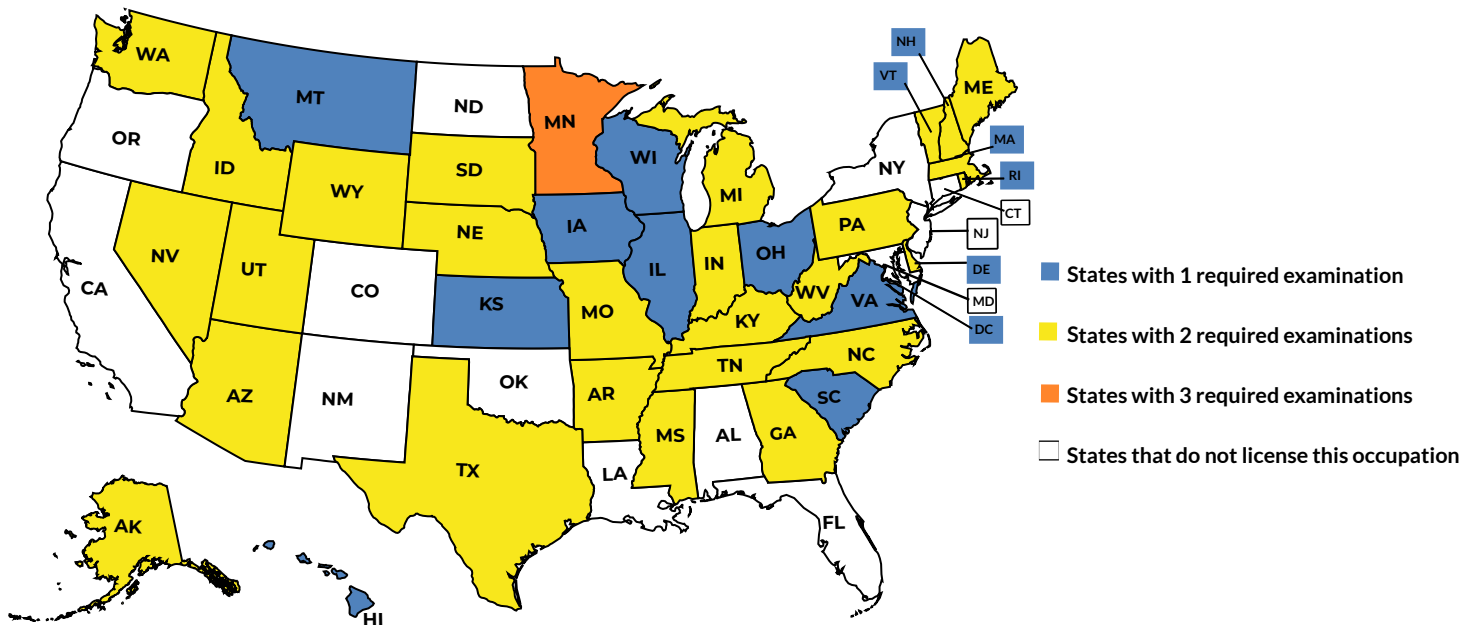
Esthetician Teacher

Degree Requirement



*Applicants in Pennsylvania are required to pass the 12th grade or GED.

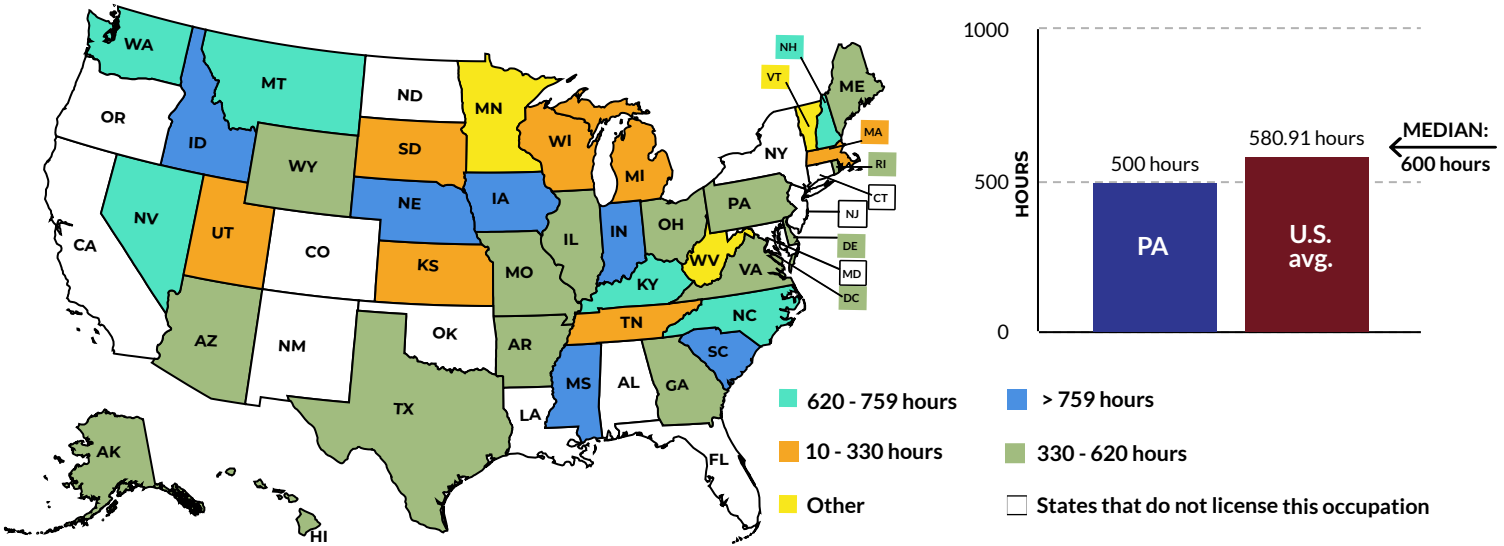
Examination Requirement



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Esthetician Teacher

Training / Experience Requirement



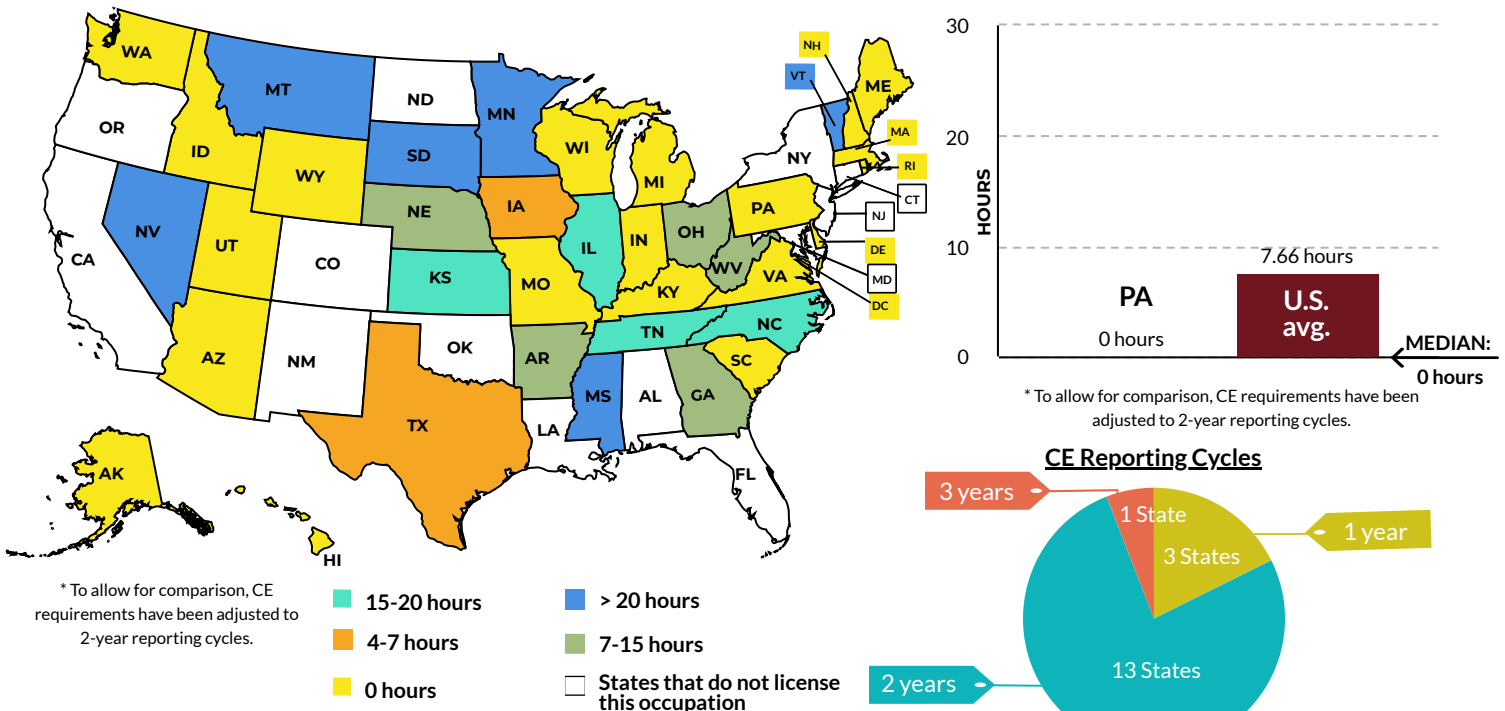
*Minnesota requires individuals to take an instructors course but does not provide any other information

*Vermont requires three (3) full-time years of experience or possess sufficient teacher education and experience to permit the Board to determine that the instructor applicant's background is equal to those of a practitioner with three years experience. Must hold an esthetician license

*West Virginia requires individuals to complete either an online or 2 day 'teaching techniques' course at a post-secondary educational level

*Training requirements are dependent upon the estheticians experience in most states. All states that license this occupation require that you possess an esthetician license. Please refer to the observations section for more information.

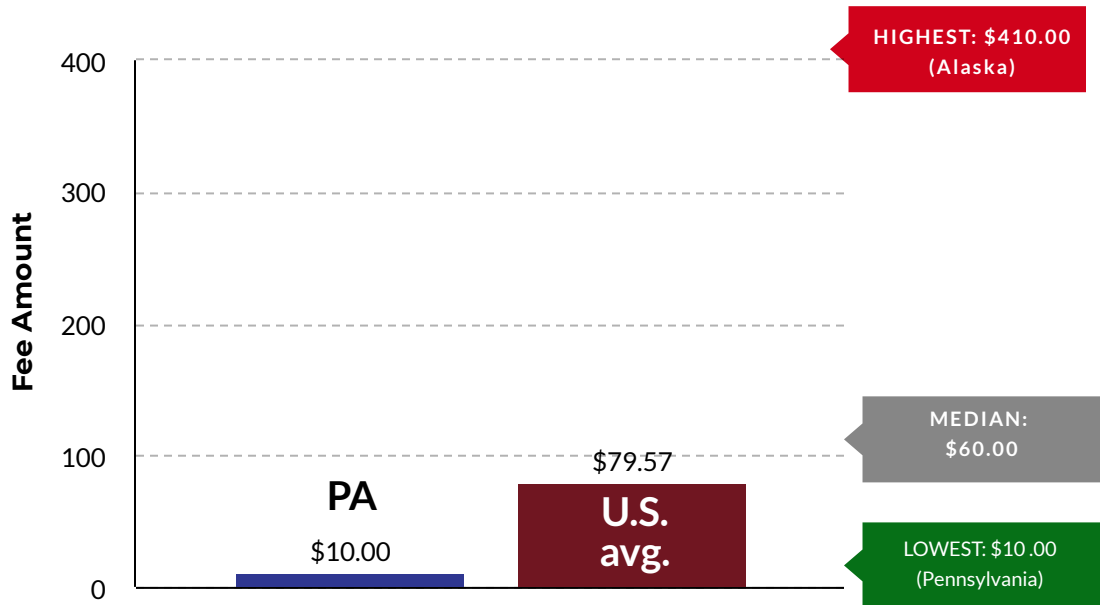
Continuing Education Requirement



* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

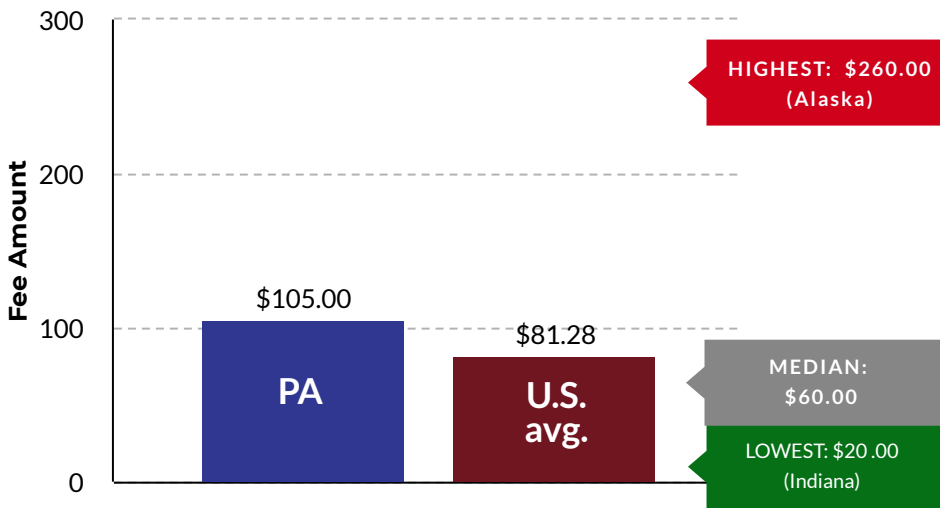
Esthetician Teacher

Initial Licensing Fee

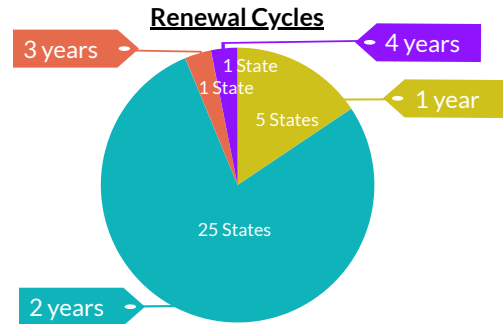


* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

Renewal Fees



*To allow for comparisons, all fees have been adjusted to biennial renewal cycles



Esthetician Teacher

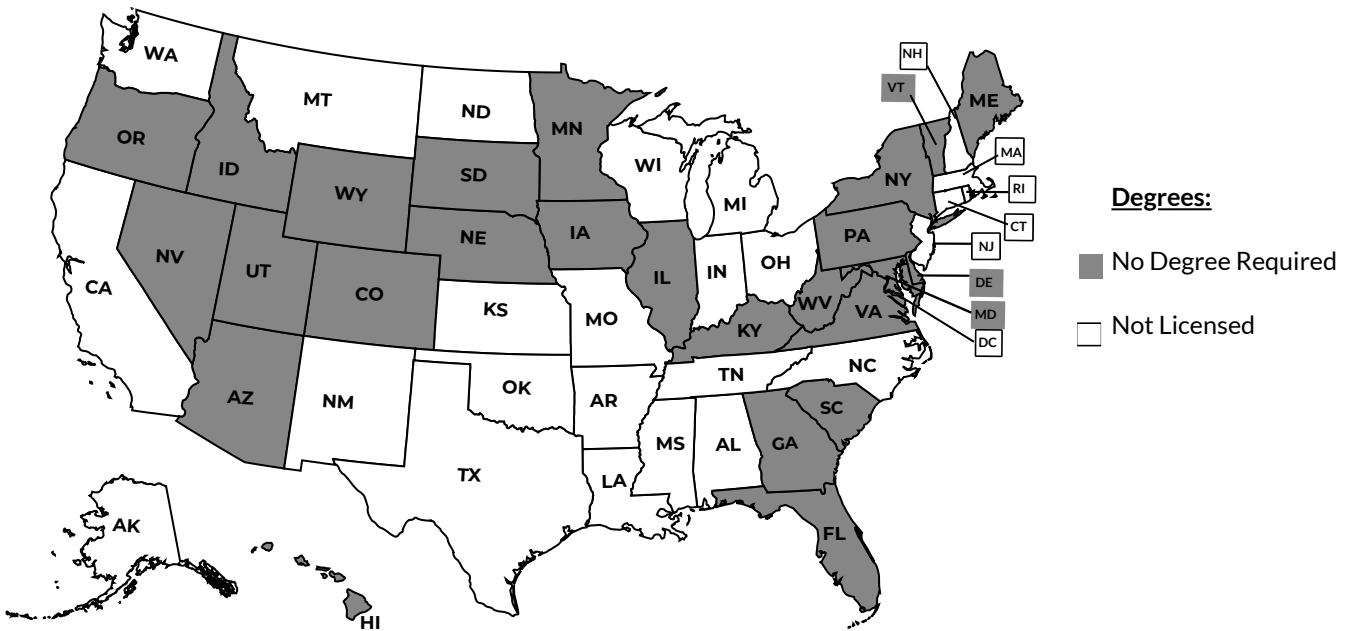
States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>By Credentials</u>	<u>Not Specified in Legislation</u>
Georgia	Arizona	Nevada	Alaska	Hawaii
Idaho	Arkansas	New Hampshire	Massachusetts	Kansas
Illinois	Delaware	North Carolina	Minnesota	Montana
Iowa	District of Columbia	Ohio		Wisconsin
Maine	Indiana	Pennsylvania**		
Rhode Island	Kentucky	South Dakota		
South Carolina	Michigan	Tennessee		
Utah	Mississippi	Texas		
Vermont	Missouri	Washington		
Virginia	Nebraska	West Virginia		
Wyoming				

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Nail Technician

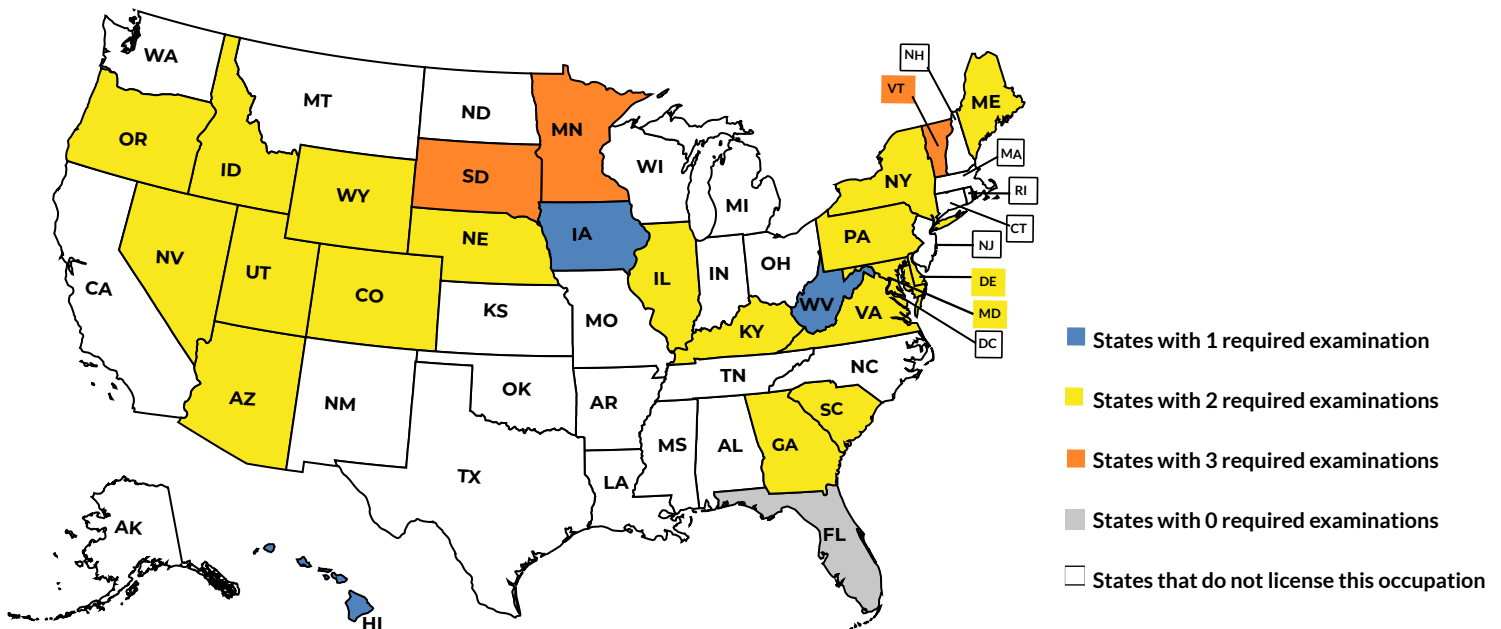
Degree Requirement



*The following states license manicurists: AL, AK, AR, CA, DC, IN, KS, LA, MA, MI, MS, MO, MT, NH, NJ, NM, NC, ND, OH, OK, RI, TN, TX, WA, WI

*In Pennsylvania, applicants must complete the tenth grade

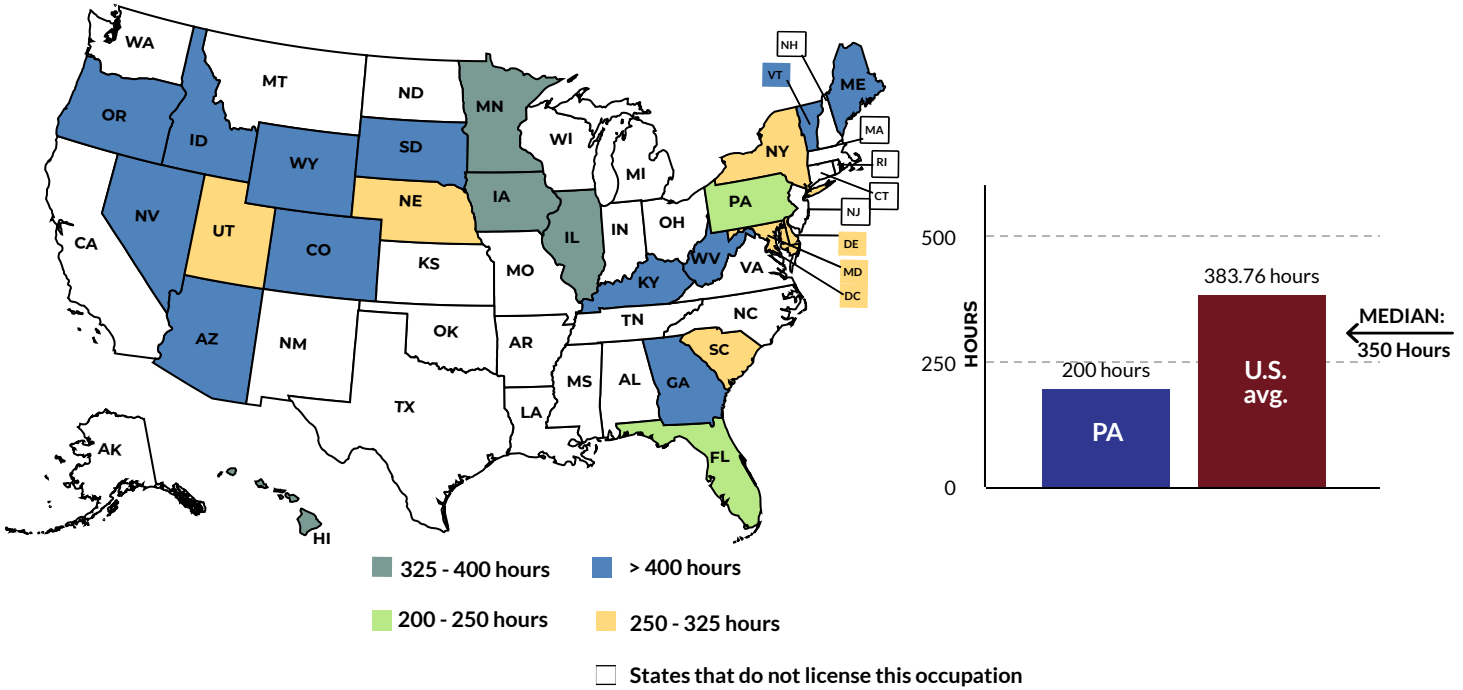
Examination Requirement



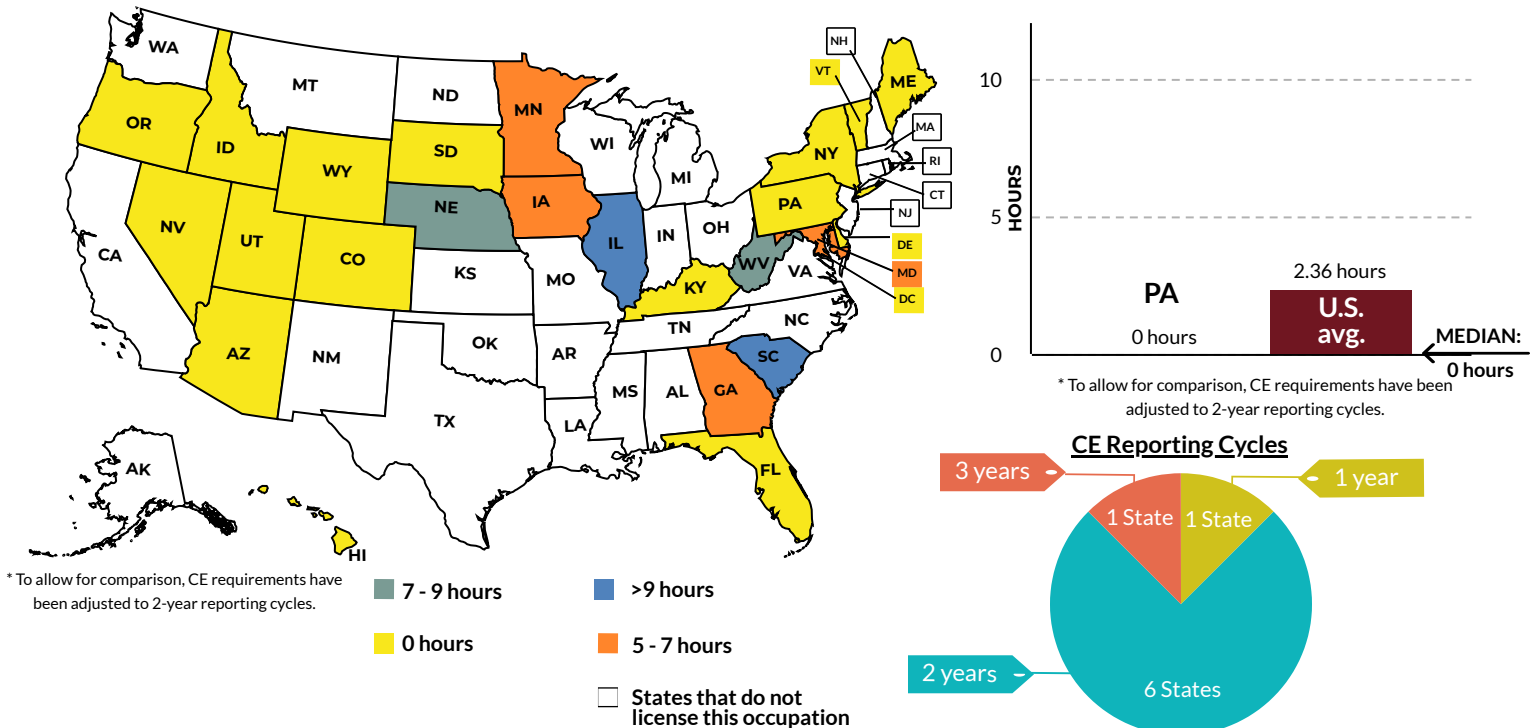
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Nail Technician

Training / Experience Requirement

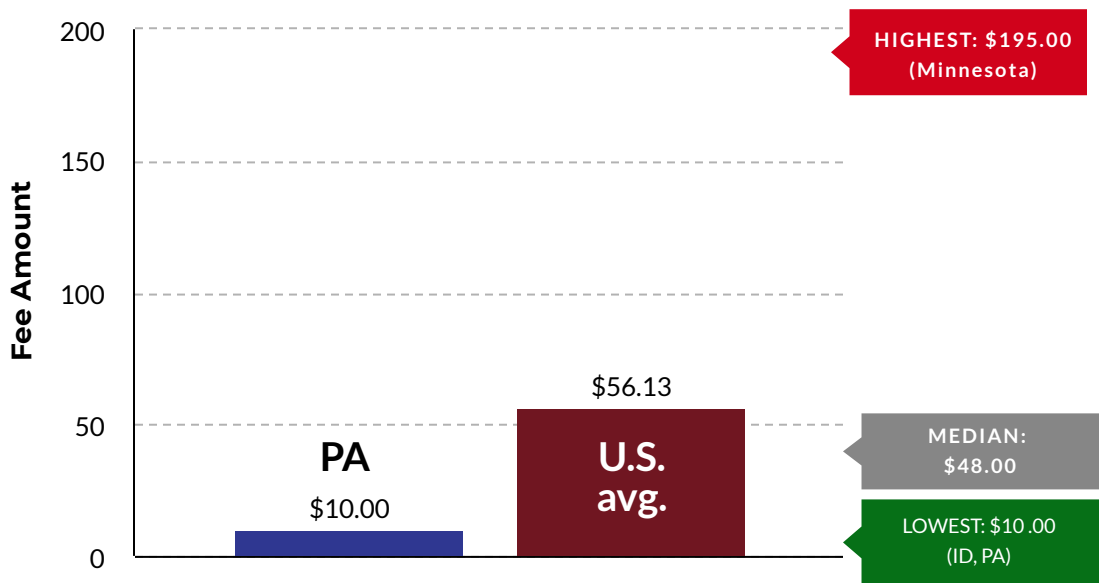


Continuing Education Requirement



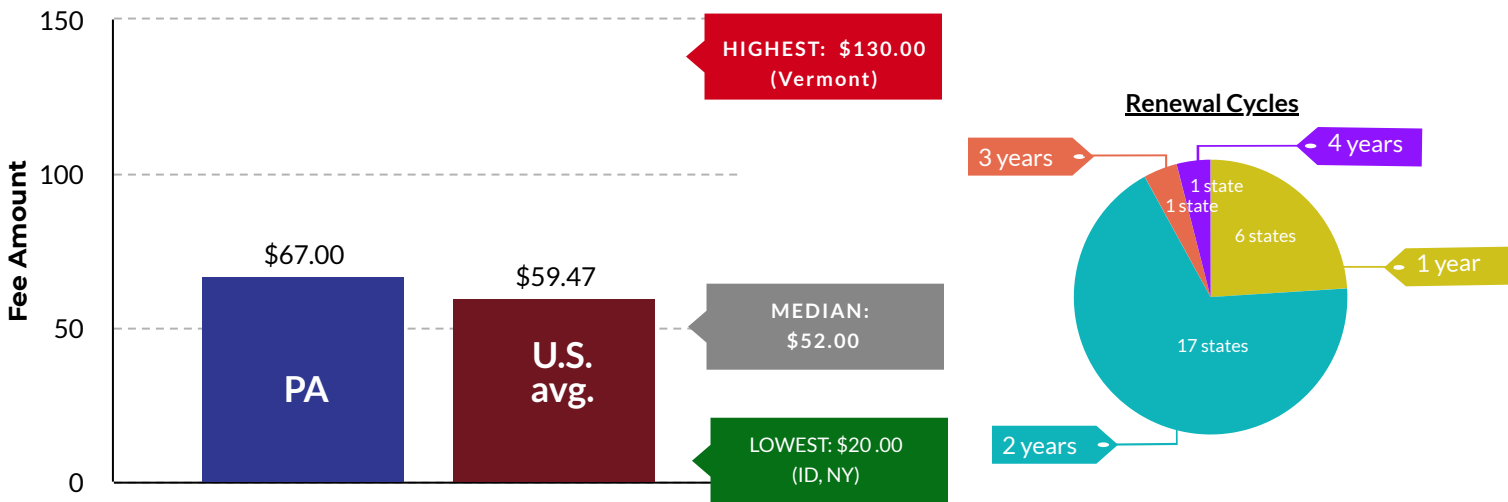
Nail Technician

Initial Licensing Fee



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Renewal Fees



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Nail Technician

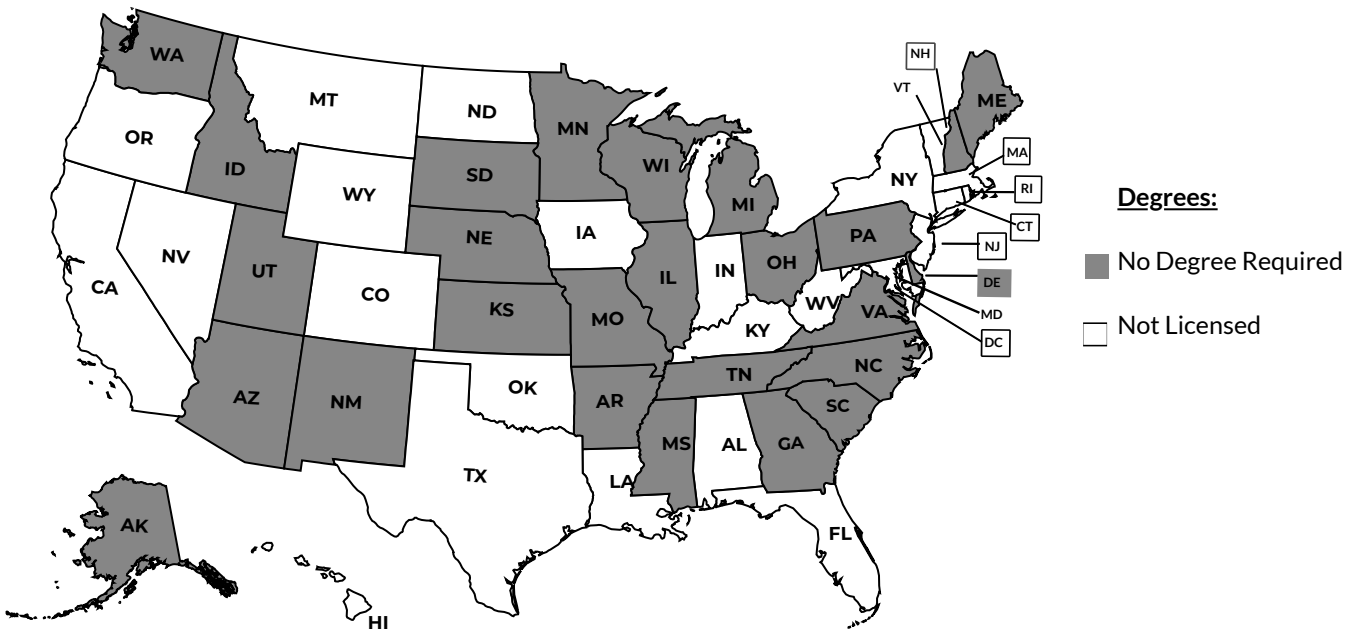
States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>		<u>License Transfer Language</u>
Colorado Florida Georgia Idaho Illinois Iowa Kentucky Maine Maryland New York Vermont Virginia Wyoming	Arizona Delaware Nebraska Nevada Oregon	Pennsylvania** South Carolina South Dakota West Virginia	Hawaii Minnesota Utah

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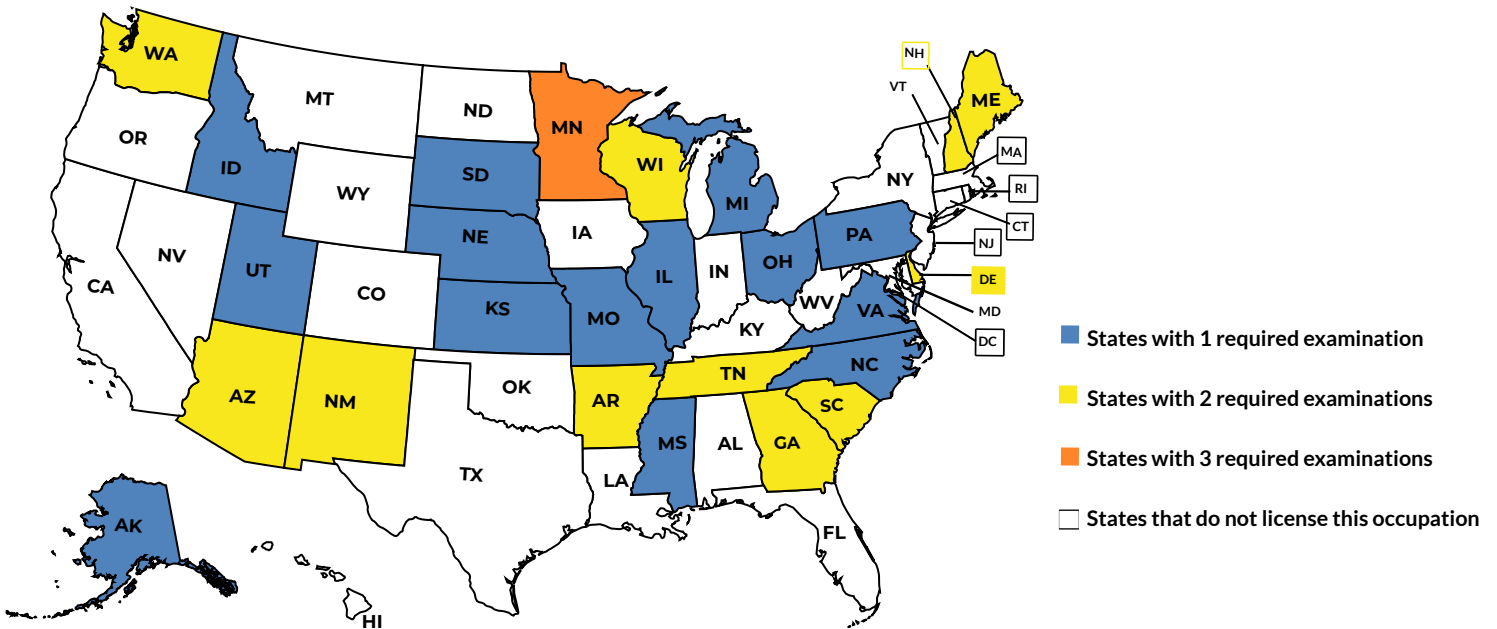
Nail Technician Teacher

Degree Requirement



*In Pennsylvania, applicants must complete the 12th grade or GED

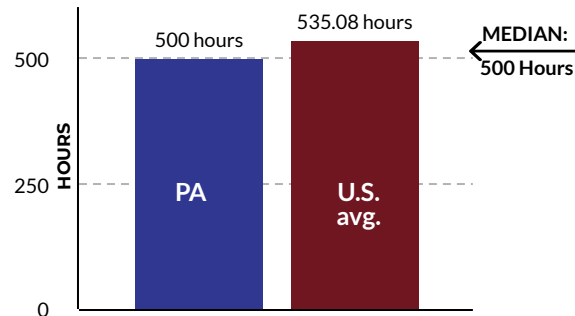
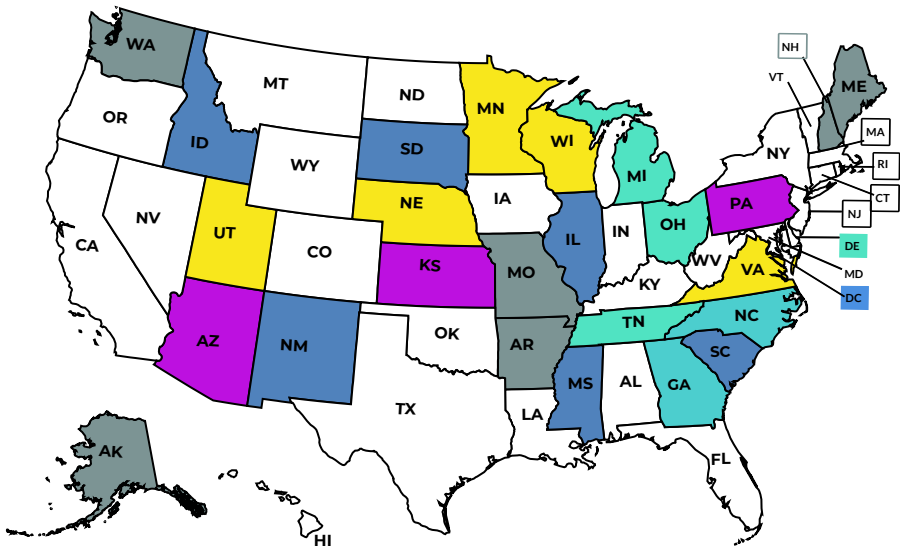
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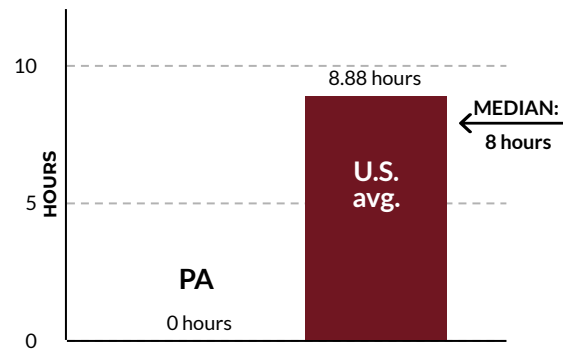
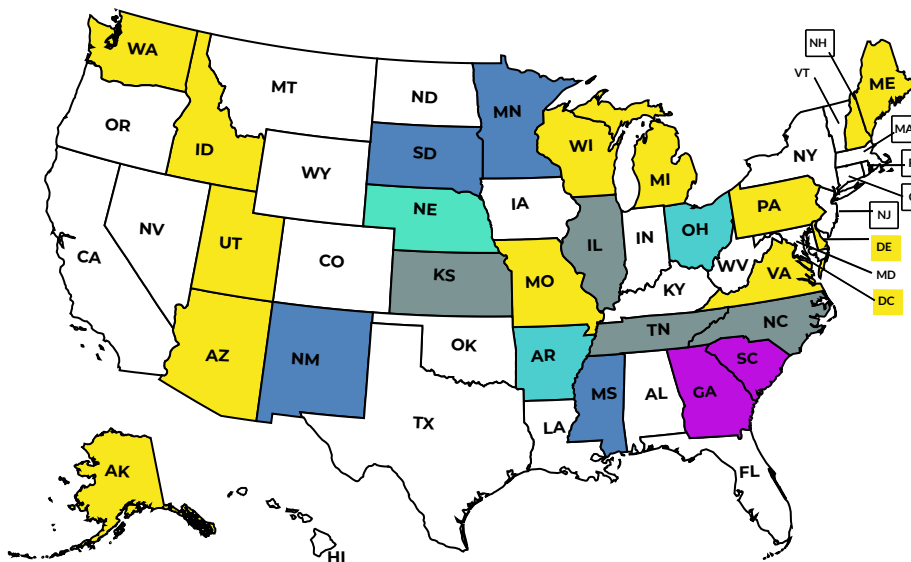
Nail Technician Teacher

Training / Experience Requirement

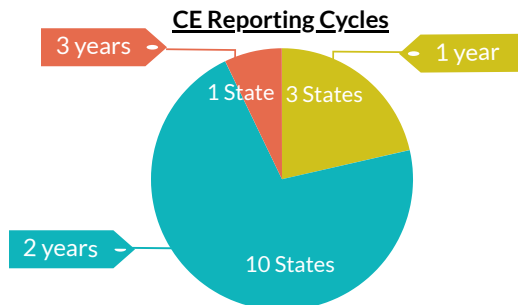


Minnesota requires "at least 2,700 hours of licensed practice in the same licensure field as the instructor license type sought within the three years prior to application." The analysis above is for hours of instructor training and does not include Minnesota.

Continuing Education Requirement



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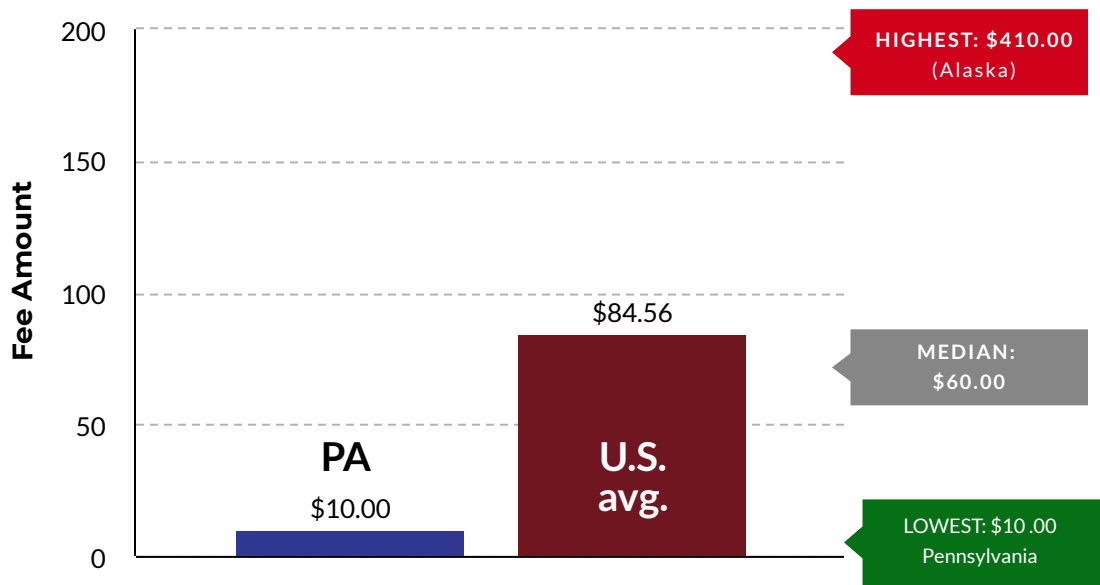
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Legend for CE Requirements:

- Dark Blue: >20 hours
- Light Blue: 15 - 20 hours
- Teal: 1 - 10 hours
- Purple: 10 - 15 hours
- Yellow: 0 hours
- White: States that do not license this occupation

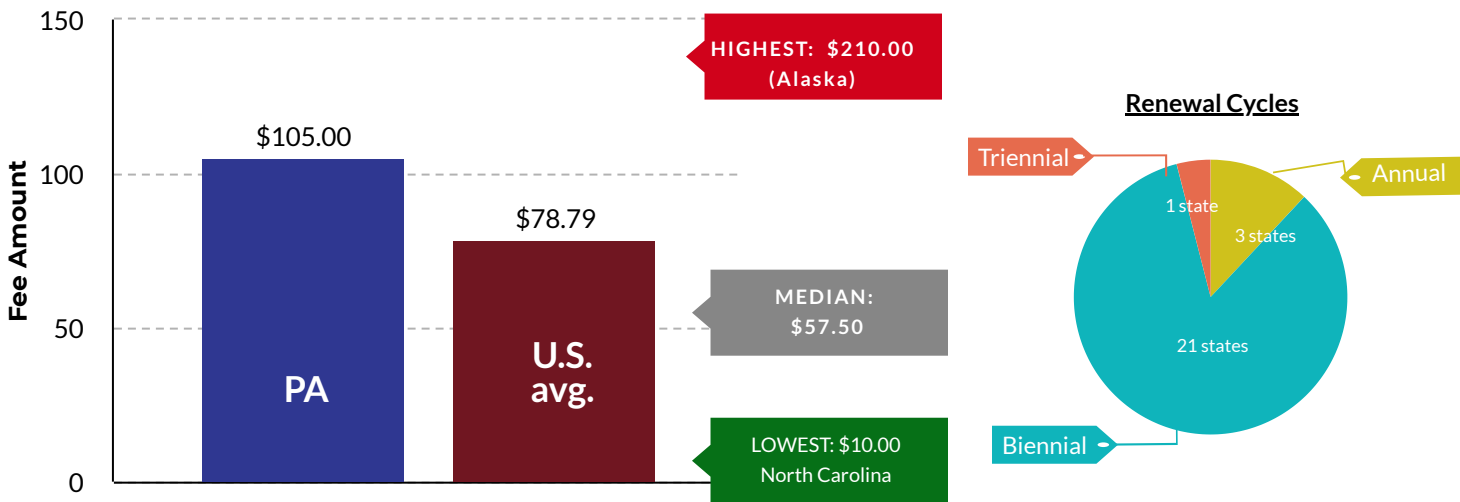
Nail Technician Teacher

Initial Licensing Fee



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Renewal Fees



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Nail Technician Teacher

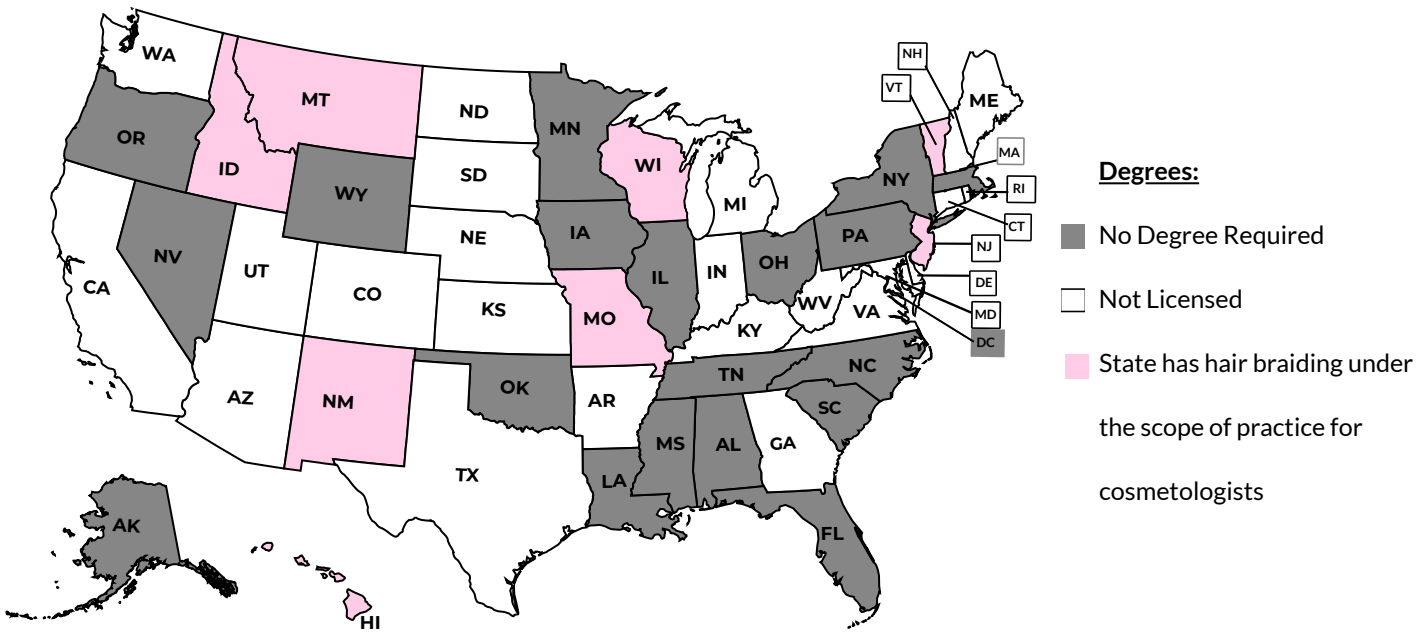
States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not Specified in Legislation</u>
District of Columbia Georgia Idaho Illinois Minnesota South Carolina Virginia	Arizona Arkansas Delaware Michigan Mississippi Missouri Nebraska New Mexico Ohio Pennsylvania** South Dakota Tennessee Washington	Kansas Maine North Carolina Utah Wisconsin
		<p style="text-align: center;"><u>Waiver of</u> <u>Examination/Credentials</u></p> Alaska New Hampshire

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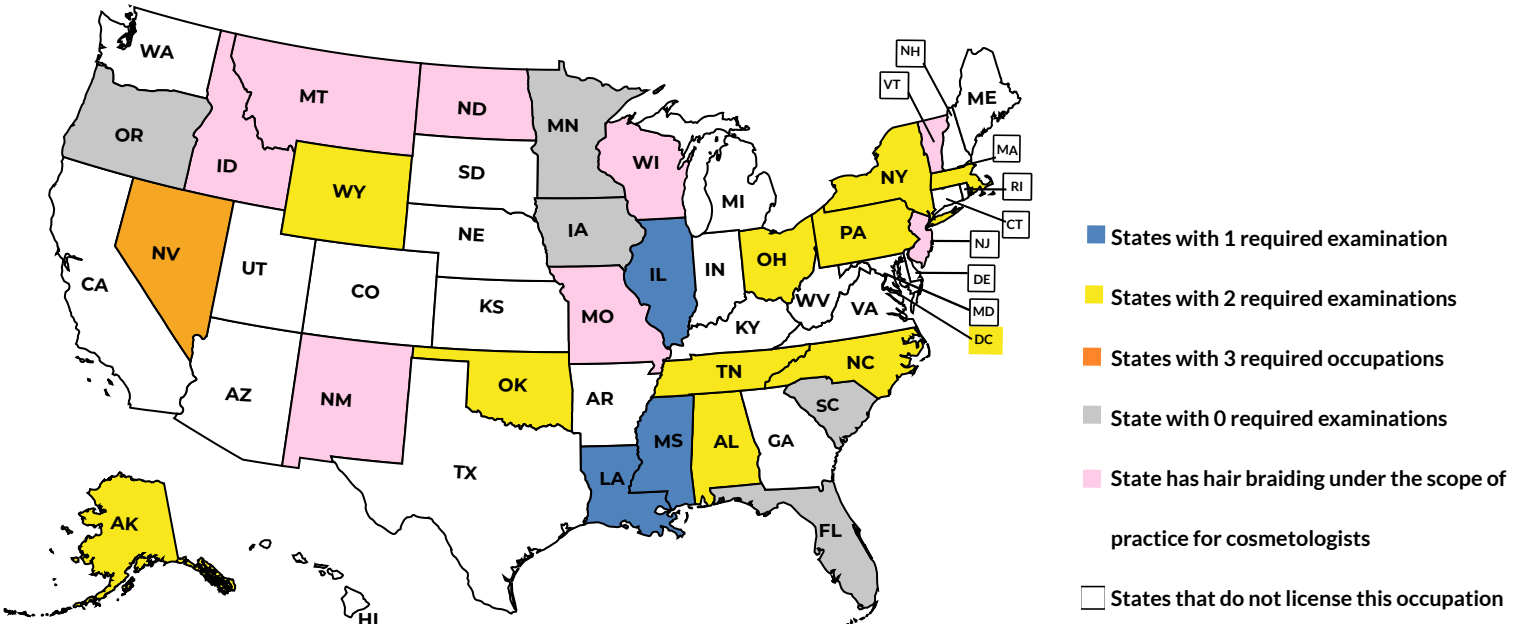
Natural Hair Braider

Degree Requirement



*In Pennsylvania, applicants must complete the tenth grade

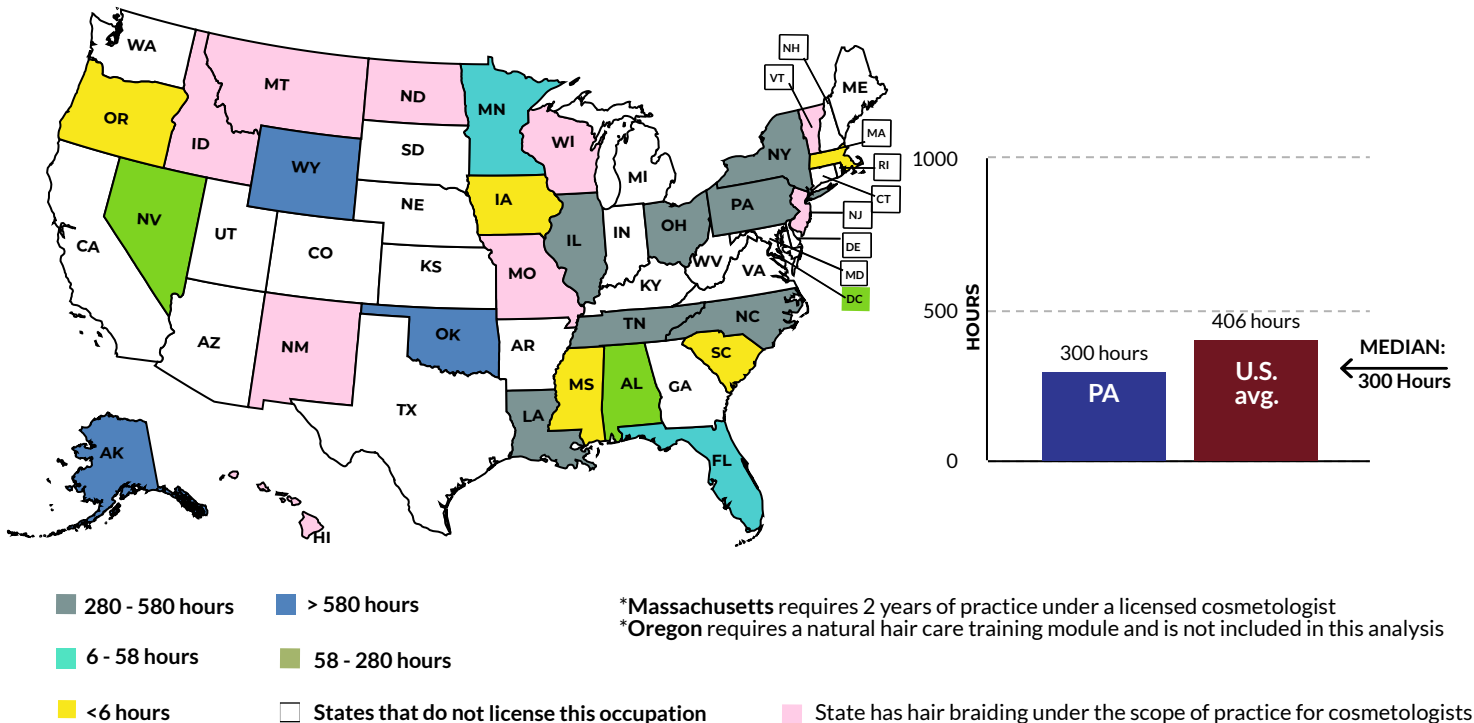
Examination Requirement



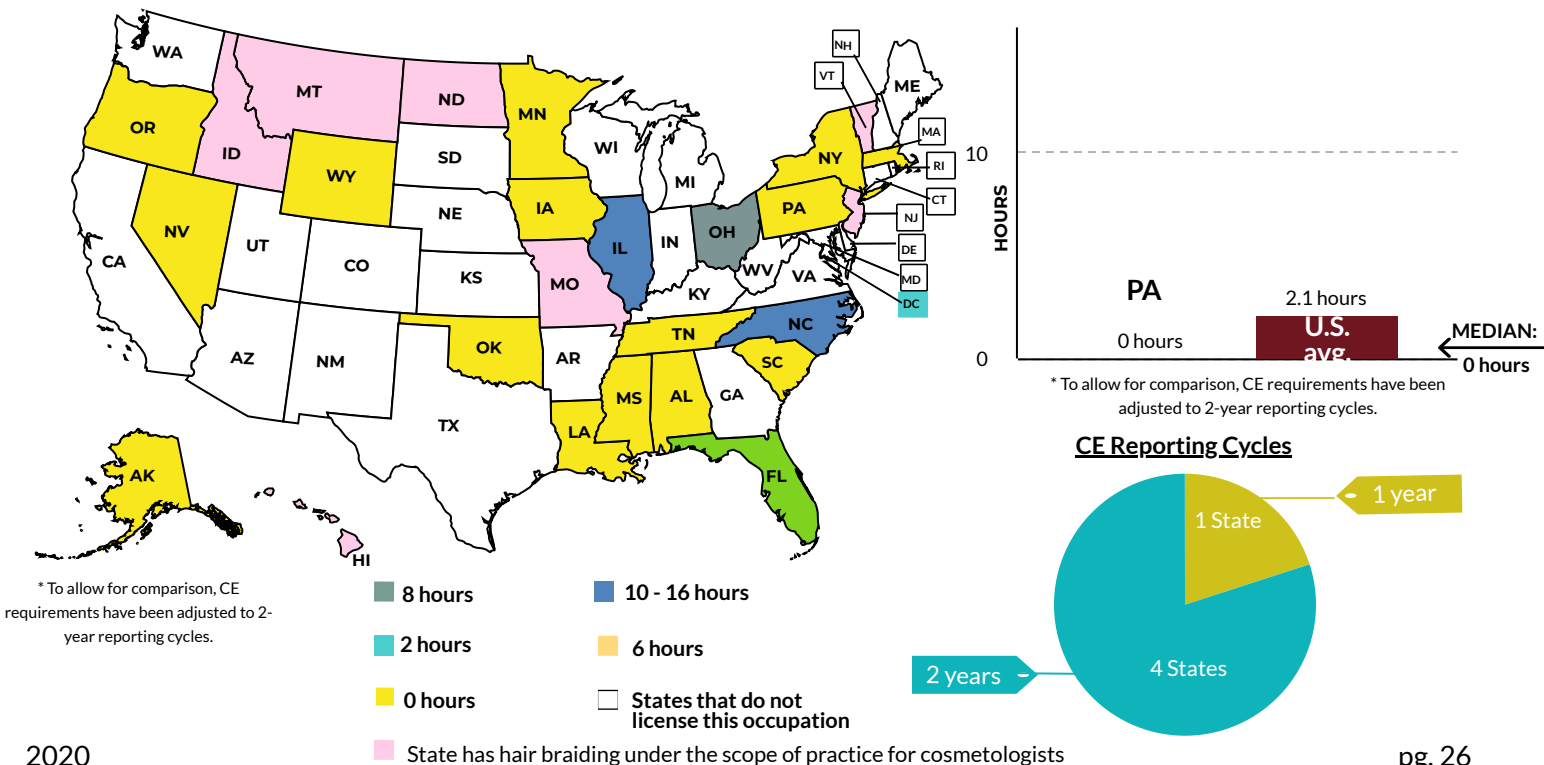
*Some states refer to the written and theoretical aspects of the natural hair braider teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the natural hair braider teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

Natural Hair Braider

Training / Experience Requirement

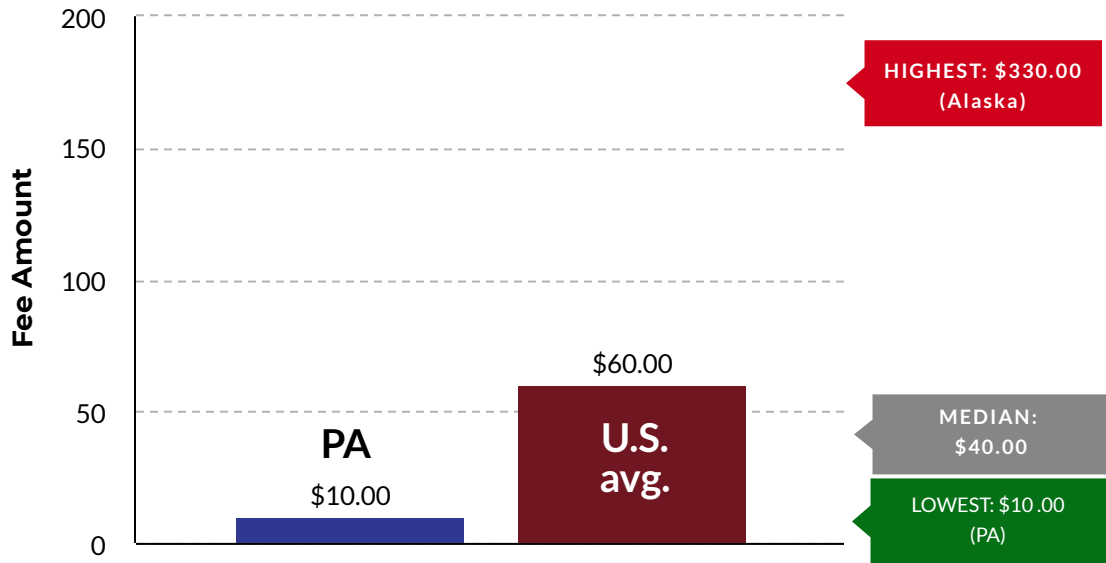


Continuing Education Requirement



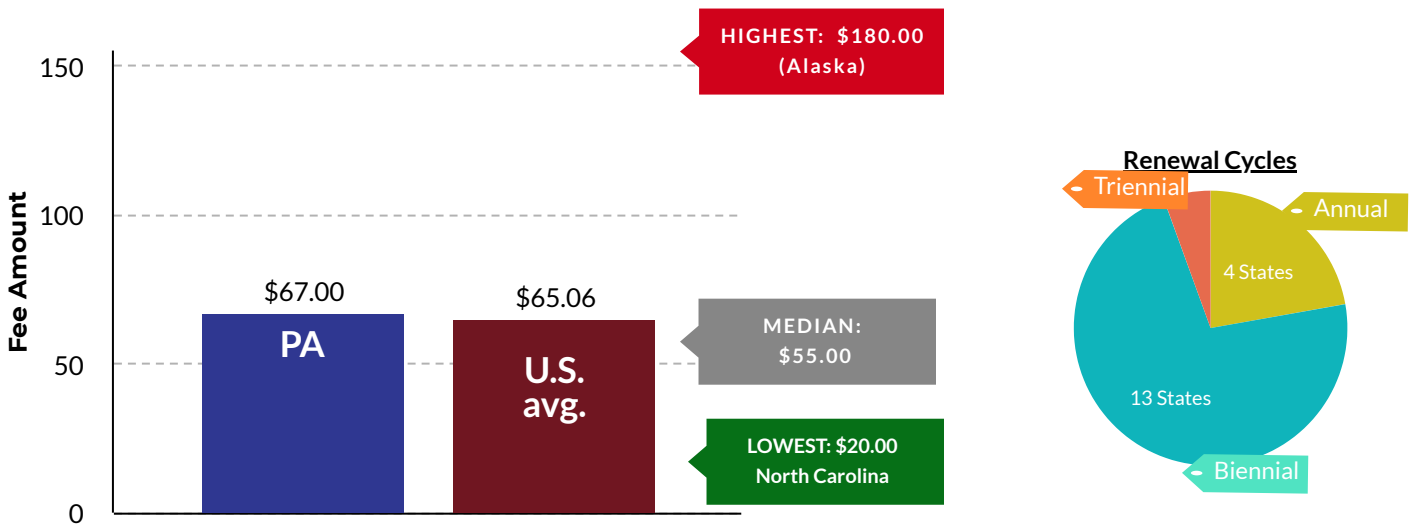
Natural Hair Braider

Initial Licensing Fee



* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

Renewal Fees



*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Natural Hair Braider

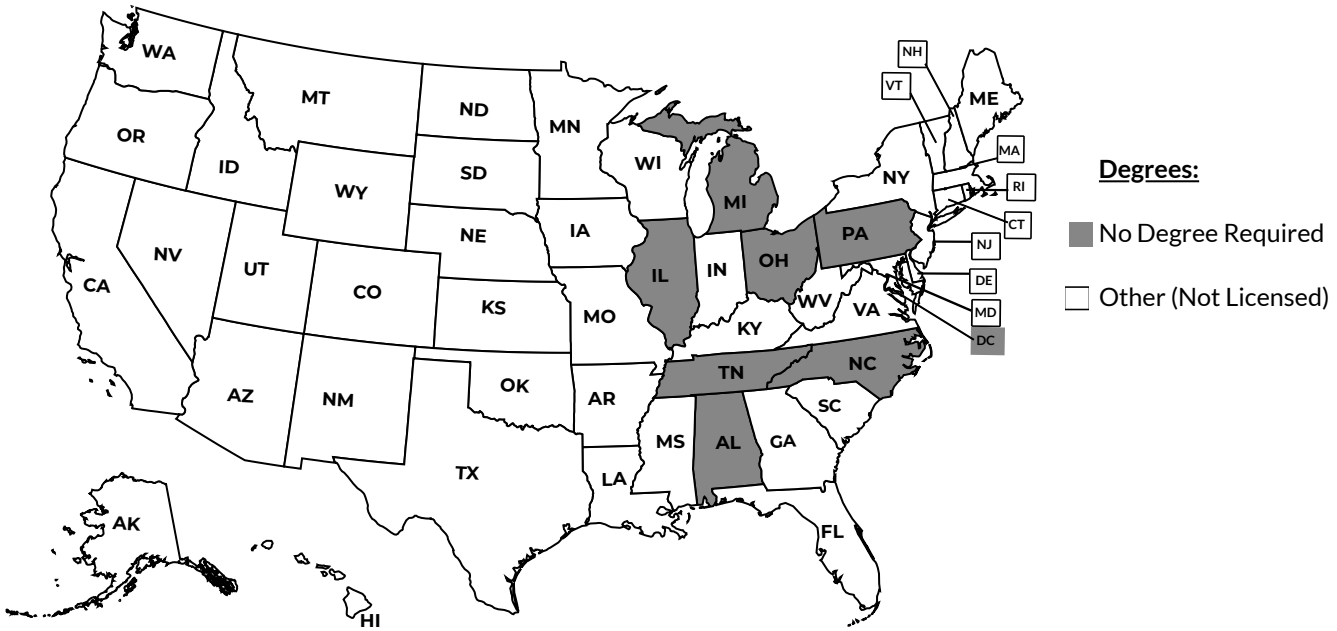
States with Reciprocity or Endorsement

<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not State in Legislation</u>
Alaska District of Columbia Illinois New York Wyoming	Massachusetts Minnesota Nevada North Carolina Oklahoma Oregon Pennsylvania** Tennessee	Florida Iowa South Carolina <u>Credentials</u> Louisiana Ohio

**Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

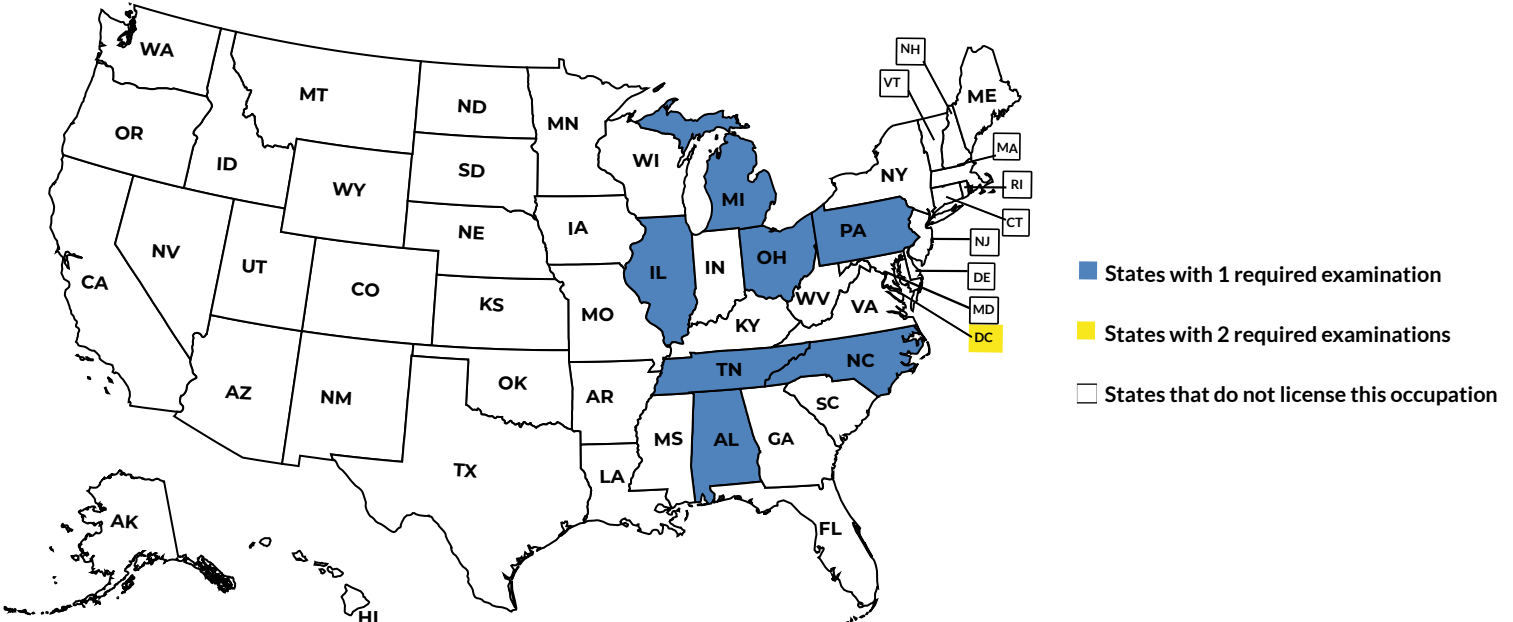
Natural Hair Braider Teacher

Degree Requirement



*In Pennsylvania, applicants must complete the 12th grade or GED

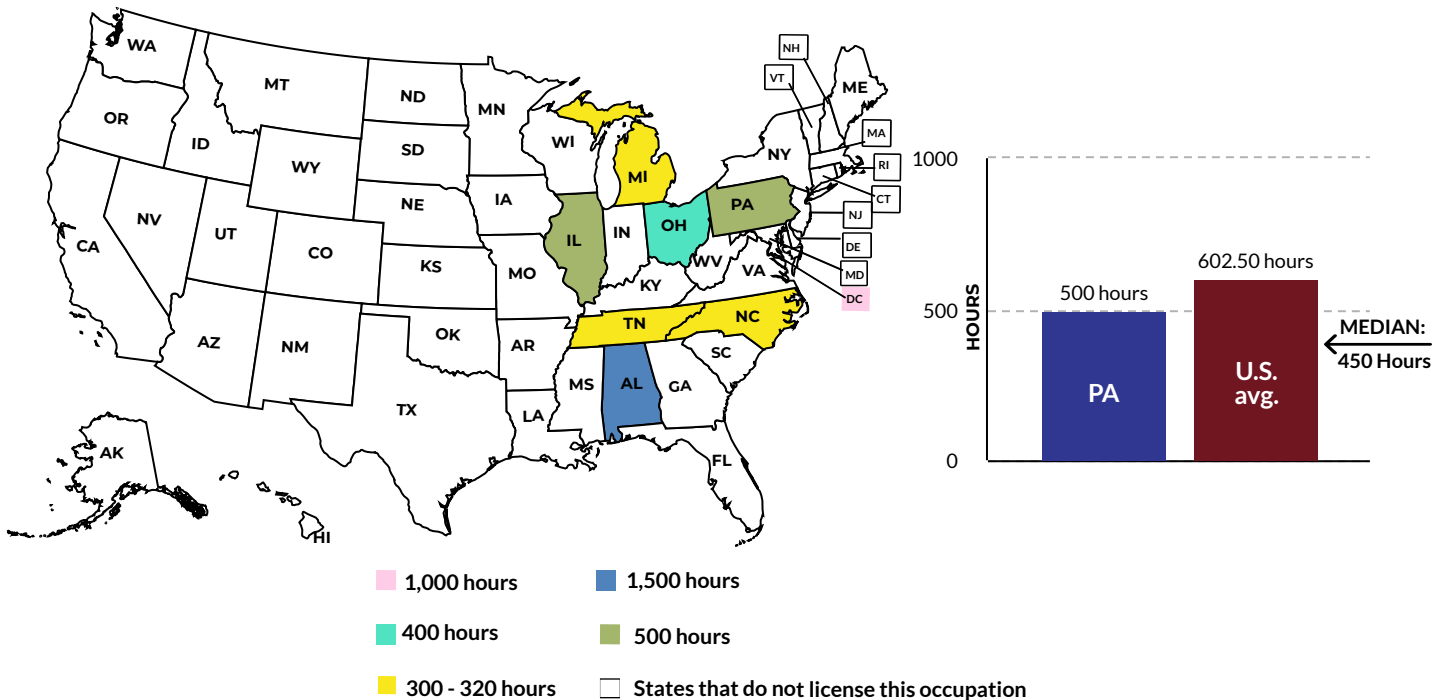
Examination Requirement



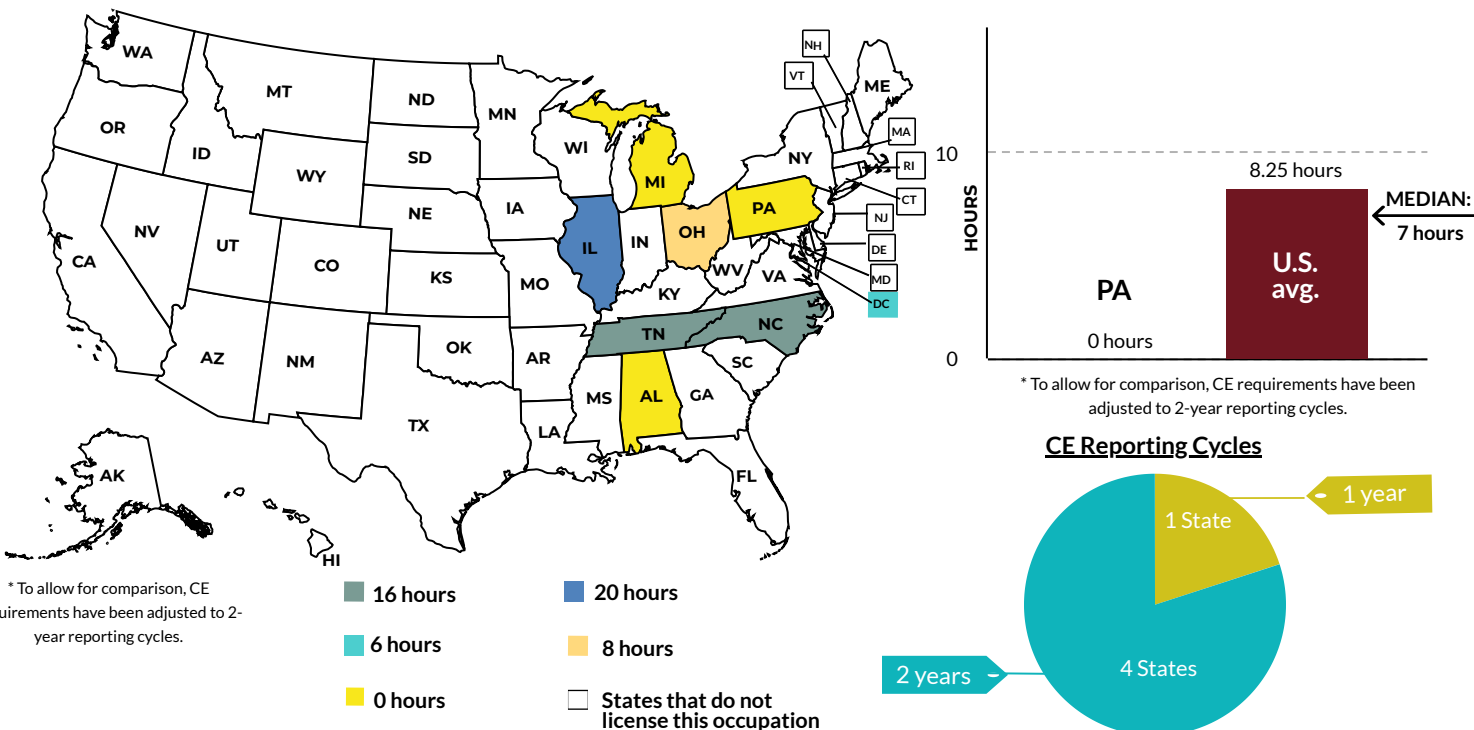
*Some states refer to the written and theoretical aspects of the natural hair braider teacher examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the natural hair braider teacher examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.

Natural Hair Braider Teacher

Training / Experience Requirement



Continuing Education Requirement

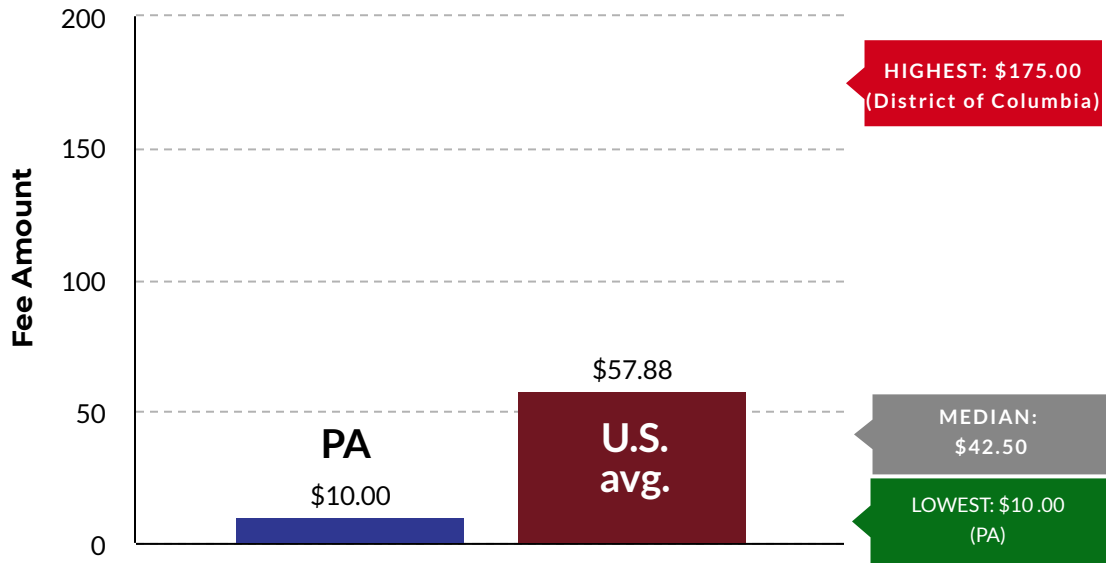


* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

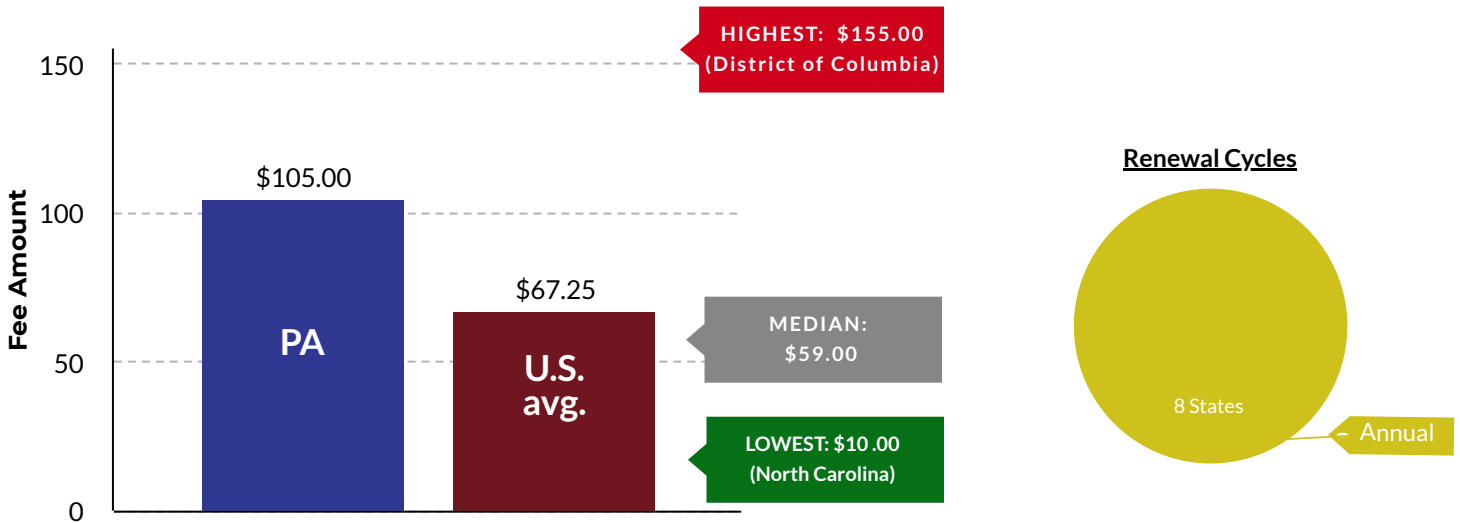
Natural Hair Braider Teacher

Initial Licensing Fee



* Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.

Renewal Fees



*To allow for comparisons, all fees have been adjusted to biennial renewal cycles

Natural Hair Braider Teacher

States with Reciprocity or Endorsement

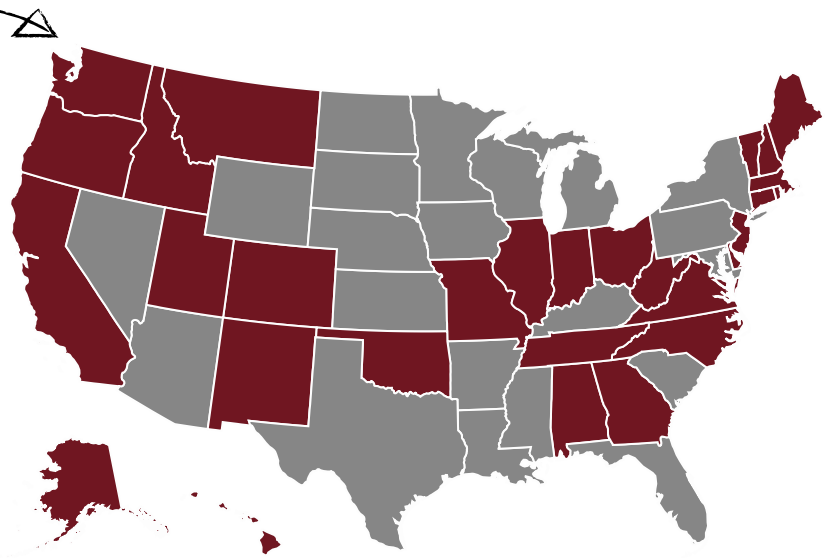
<u>Endorsement</u>	<u>Reciprocity</u>	<u>Not State in Legislation</u>
District of Columbia Illinois	Michigan Ohio Pennsylvania**	Alabama North Carolina Tennessee

**Act 41, signed by Governor Wolf on July 2, 2019, allows for portability of out-of-state professional licensees coming to work in Pennsylvania. Act 41 does this by granting all boards and commissions within the Commonwealth the authority to immediately endorse licensee from other states, territories or jurisdictions (with substantially equivalent licensing requirements) who are active, in good standing and without discipline against their license or criminal conviction. If a licensee comes from a jurisdiction that does not have substantially equal requirements for licensure, then the boards/commissions may grant a provisional license for a period of such time to allow the new resident to meet the necessary requirements, allowing them access to gainful employment in the interim.

Observation Section

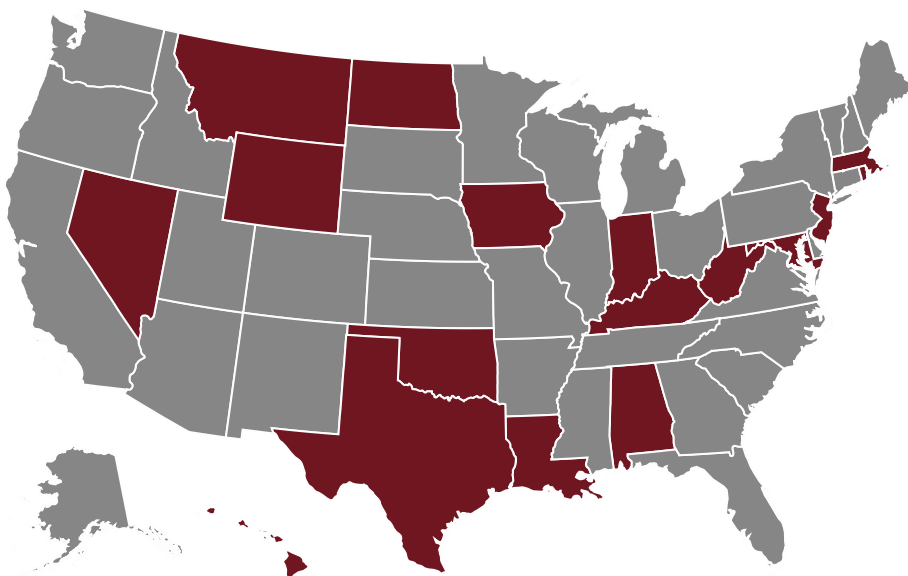
The following states regulate Cosmetology and Barbering occupations under the same board

- Alabama
- Alaska
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Maine
- Massachusetts
- Missouri
- Montana
- New Hampshire
- New Jersey
- New Mexico
- Ohio
- Oklahoma
- Oregon
- Rhode Island
- Tennessee
- Utah
- Vermont
- Virginia
- Washington
- West Virginia



The following states have Nail Technician Instructors under the scope of practice of Cosmetology Instructors:

- Alabama
- Hawaii
- Indiana
- Iowa
- Kentucky
- Louisiana
- Maryland
- Massachusetts
- Montana
- Nevada
- New Jersey
- North Dakota
- Oklahoma
- Rhode Island
- Texas
- West Virginia
- Wyoming



Sources: State Licensing Boards

Alabama
<https://aboc.alabama.gov/>

Alaska
<https://www.commerce.alaska.gov/web/cbpl/ProfessionalLicensing/BoardofBarbersHairdressers.aspx>

Arizona
<https://boc.az.gov/>

Arkansas
<https://www.arkansas.gov/cos/>

California
<https://www.barbercosmo.ca.gov/>

Colorado
<https://dpo.colorado.gov/BarberCosmetology>

Connecticut
<https://portal.ct.gov/DPH/Public-Health-Hearing-Office/Barbers-Hairdressers-and-Cosmeticians/Examining-Board-for-Barbers-Hairdressers-and-Cosmeticians>

Delaware
<https://dpr.delaware.gov/boards/cosmetology/>

District of Columbia
<https://www.dcopla.com/bbc/>

Florida
<https://www.myfloridalicense.com/intentions2.asp?chBoard=true&boardid=05>

Georgia
<https://sos.ga.gov/index.php/licensing/plb/16>

Hawaii
<https://cca.hawaii.gov/pvl/boards/barber/>

Idaho
<https://ibol.idaho.gov/IBOL/BoardPage.aspx?Bureau=BCB>

Illinois
<https://www.idfpr.com/profs/cosmo.asp>

Indiana
<https://www.in.gov/pla/cosmo.htm>

Iowa
<https://idph.iowa.gov/licensure/iowa-board-of-cosmetology-arts-and-sciences>

Kansas
<http://www.kansas.gov/kbc/>

Kentucky
<https://kbc.ky.gov/Pages/index.aspx>

Louisiana
<http://www.lsbclouisiana.gov/>

Maine
<http://www.maine.gov/pfr/professionallicensing/professions/accountants/cpa.html/>

Maryland
<https://www.dllr.state.md.us/license/cos/>

Massachusetts
<https://www.mass.gov/orgs/board-of-registration-of-cosmetology-and-barbering>

Michigan
https://www.michigan.gov/lara/0,4601,7-154-89334_72600_72602_72731_72864---,00.html

Minnesota
<https://mn.gov/boards/cosmetology/>

Mississippi
<https://www.msbc.ms.gov/>

Missouri
<https://www.pr.mo.gov/cosbar.asp>

Montana
<http://boards.bsd.dli.mt.gov/cos>

Nebraska
<http://dhhs.ne.gov/licensure/Pages/Cosmetology-and-Esthetics.aspx>

Nevada
<https://sites.google.com/nvcosmo.com/nevada-board-of-cosmetology/home>

New Hampshire
<https://www.oplc.nh.gov/cosmetology/documents-forms.htm>

New Jersey
<https://www.njconsumeraffairs.gov/cos>

New Mexico
http://www.rld.state.nm.us/boards/Barbers_and_Cosmetologists.aspx

New York
<https://www.dos.ny.gov/licensing/cosmetology/cosmetology.html>

North Carolina
<https://www.nccosmeticarts.com/>

North Dakota
<https://www.ndcosmetology.com/>

Ohio
<https://cos.ohio.gov/>

Oklahoma
https://www.ok.gov/cosmo/Licensing_&Fee_Information/index.html

Oregon
<https://www.oregon.gov/oha/ph/hlo/pages/board-cosmetology.aspx>

Pennsylvania
<https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Pages/default.aspx>

Rhode Island
<https://health.ri.gov/licenses/detail.php?id=225>

South Carolina
<https://lir.sc.gov/cosmo/>

South Dakota
<https://dlr.sd.gov/cosmetology/default.aspx>

Tennessee
<https://www.tn.gov/commerce/regboards/cosmo/licensee-applicant-resources/how-do-i-get-an-individual-license/cosmetologist-license.html>

Texas
<https://www.tdlr.texas.gov/cosmet/cosmet.htm>

Utah
<https://dopl.utah.gov/cosmo/index.html>

Vermont
<https://sos.vermont.gov/barbers-cosmetologists/forms-instructions/>

Virginia
<http://www.dpor.virginia.gov/Boards/BarberCosmo/>

Washington
<https://www.dol.wa.gov/business/cosmetology/>

West Virginia
<https://www.wvbbc.com/>

Wisconsin
<https://dsps.wi.gov/Pages/Professions/Cosmetologist/Default.aspx>

Wyoming
<https://cosmetology.wyo.gov/>