

Department of Commerce, Community
and Economic Development

Division of Corporations, Business
and Professional Licensing

Board of Barbers and Hairdressers
Annual Report
Fiscal Year 2023



Department of Commerce, Community and Economic Development
Division of Corporations, Business and Professional Licensing
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**Board of Barbers and Hairdressers
FY 2023 Annual Report**

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**Board of Barbers and Hairdressers
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Identification of the Board

Board Member	Duty Station	Date Appointed	Term Expires
Michelle McMullin Nail Technician, Chairperson	Anchorage	March 1, 2017	March 1, 2024
Connie Dougherty Hairdresser / Esthetician	Wasilla	March 1, 2021	March 1, 2024
Tina Taylor / Vacant Hairdresser	Soldotna	March 1, 2021	March 1, 2024
Khitsana Sypakanphay Tattoo / Body Piercer / Permanent Cosmetic Coloring	Anchorage	January 29, 2021	March 1, 2024
Glenda Ledford Barber	Wasilla	March 22, 2023	March 1, 2026
Breanna Hardy Public	North Pole	March 22, 2023	March 1, 2025
Kelsie McGraw / Vacant Industry Licensee	Wasilla	August 4, 2022	March 1, 2024

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Identification of Staff

Cynthia Spencer – Licensing Examiner

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(907) 465-2550

Wanda Whitcomb – Licensing Examiner

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Colleen Kautz – Program Coordinator / Supervisor

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Terry Ryals – Records & Licensing Supervisor

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Renee Carabajal – Program Coordinator / Supervisor

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Identification of Staff (continued)

Jun Maiquis – Regulations Specialist II

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P.O. Box 110806
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Alison Osborne – Regulations Specialist

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Jennifer Summers – Senior Investigator

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Michele Hearn – Investigator

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Katrina Eldred – Probation Monitor

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**Board of Barbers and Hairdressers
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Narrative Statement

The board held a total of two of our three face to face zoom meetings during the fiscal year; the board has multiple vacancies and members that had to resign for personal reasons. 2022 meetings were via Zoom video conference with our bill not being sponsored, and we did our zoom meetings without travel this last fiscal year. State investigators and division representatives were present during these meetings. In person meetings are still considered vital for our decision-making process and will be requested for meeting and legislative purposes.

The board presented a bill with five important statute change requests to the legislature. This bill was not picked up, and the inability to travel to Juneau made the situation difficult as the board was unable to communicate in person with legislators regarding the needed changes. The board is also expected to have future travel suspended and future meetings held either via video or teleconference due to proposed budget cuts.

The board worked very hard on a bill to change five statutes; this bill did not get picked up. The first statute change, removing “microneedling” from the tattoo definition, has significant health and safety concerns, and the board obtained legal advice to change this. The next statute change, giving authority back for barbers to teach and practice hair braiding, had been removed as an unintentional consequence of passing SB4. The next statute, adding “current state of Alaska” to license verbiage, allows for clearer advice regarding the display of licenses. The other two are in line with right touch regulation and would allow the board to attend to the needs of licensees more efficiently by allowing people to get back to work without needless barriers. One pertains to cleaning up language that is confusing, outdated, and contradictory for temporary licenses, temporary shop licenses, and the allowance of conventions. The last statute change request is to allow the board to modify apprenticeship hours in regulation and create an apprenticeship program for an advanced manicurist endorsement. This change would allow the board to more adequately keep up with our fluid and changing professions. Right touch regulation training was provided, and the board immediately began using these new tools.

Discussion continues during board meetings and town hall meetings regarding the need to increase the length of time a licensed tattooist, body piercer, or permanent cosmetic colorist is required to hold an active license before taking on an apprentice. Currently, the body arts licensee must be licensed for one year, but the board would like to increase this to a minimum of three (or five) years before taking on an apprentice. This is a health and safety concern.

The board continues to recommend that licensing examiners be present and to resume face to face meetings. It is the board’s view that in person meetings are more productive than video or teleconference meetings.

A regulation project for the Dept. of Commerce, Community and Economic Development (DCCED) to begin salon/shop/studio inspections was begun and adopted during the May 11 – 12, 2020 meeting and will be transmitted to the lieutenant governor’s office. The board continues to work with investigative staff to create a shop/salon checklist for annual inspections.

Regulation change suggestions for the Dept. of Environmental Conservation (DEC) to update 18 AAC 23 were decided during May 11 - 12, 2020 and sent to our regulation specialist, the liaison between the board and the DEC. The board continues to support investigative staff and include them in board meetings. The board continues to encourage investigative staff to perform inspections across the state.

The board continues discussion regarding updating the esthetics curriculum to be more in line with national standards and to improve the professional quality of our licensees. The board continues to discuss ways to improve the health and safety of our communities and to provide more economic opportunities for licensees. The division continues to explore ways for applicants and licensees to submit documentation and applications online. Position statements to recognize issues in the community when regulatory authority is outside our purview.

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Narrative Statement (continued)

The board continues to remove outdated study materials for the tattoo and permanent cosmetic color exams. We are now using online testing for all the licensees with the ability to test from home with adequate equipment from the testing companies' guidelines.

The board continues working with NIC and using NIC examinations for local testing for many license types. The board would like to continue to send local representation to the annual NIC convention to include one staff member as well as one board member. The information from these conventions assists the board in providing excellent service to our community members and licensees. The division and the board are not recommending any fee changes for applicants and licensees at this time removal of testing fees that licensees will pay directly to the testing company for their initial exams. Discussion continues about the practicality of mobile shops for special events and services, out of state tattoo and PCC schools, tattoo instructor's licenses, and online education.

The board created position statements on Barbers being allowed to teach hair braiding, as well as our positions on crazy hair, teeth gemming, esthetic practices and teeth whitening and are in the process of posting them to our website. The board continues to use position statements to recognize the issues in the community when regulatory authority is outside our purview.

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Budget Recommendations for FY 2024

Budget Recommendations section anticipates the board’s fiscal priorities for the upcoming year. Please complete all parts of this section with details about anticipated meetings, conferences, memberships, supplies, equipment, to other board requests. Meeting expenses that are being funded through third-party reimbursement or direct booking must be identified separately from expenses paid through license fees (receipt- supported services or RSS). Be sure to explain any items listed as “other” so they may be tracked appropriately.

Board Meeting Date	Location	# Board	# Staff
October 2, 2023	Videoconference/Anchorage Office Conference Room	5	2
<input type="checkbox"/> Airfare: <input type="checkbox"/> Hotel: <input checked="" type="checkbox"/> Ground:			\$150.00
<input checked="" type="checkbox"/> Other (Please Specify): M&IE			\$100.00
Total Estimated Cost:			\$250.00

Board Meeting Date	Location	# Board	# Staff
January 18, 2024	Videoconference	5	2
<input type="checkbox"/> Airfare: <input type="checkbox"/> Hotel: <input type="checkbox"/> Ground: <input type="checkbox"/> Other (Please Specify):			
Total Estimated Cost:			\$0.00

Board Meeting Date	Location	# Board	# Staff
May 23, 2024	Videoconference	5	2
<input type="checkbox"/> Airfare: <input type="checkbox"/> Hotel: <input type="checkbox"/> Ground: <input type="checkbox"/> Other (Please Specify):			
Total Estimated Cost:			\$0.00

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Budget Recommendations for FY 2024 (continued)

Travel Required to Perform Examinations

Not Applicable

Date	Location	# Board	# Staff

Description of meeting and its role in supporting the mission of the Board:

- Airfare:
- Hotel:
- Ground:
- Conference:
- Other (Please Specify):

Total Estimated Cost:

Travel Required to Perform Examinations

Not Applicable

Date	Location	# Board	# Staff

Description of meeting and its role in supporting the mission of the Board:

- Airfare:
- Hotel:
- Ground:
- Conference:
- Other (Please Specify):

Total Estimated Cost:

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Budget Recommendations for FY 2024 (continued)

Out-of-State Meetings and Additional In-State Travel (Rank in order of importance)

#1 Rank in Importance or Not Applicable

Date	Location	# Board	# Staff
October 27 – 30, 2023	Albuquerque, NM	1	1

Description of meeting and its role in supporting the mission of the Board:

Attendance of this annual National Interstate Council of State Boards of Cosmetology (NIC) Annual Conference allows for the gathering of information on other state licensure requirements, statutory/regulatory updates or changes, informational exchange, addressing common state board licensing issues, sharing of databases. The gain of information and knowledge on new techniques, equipment and industry standard changes which may affect Alaska and require changes in regulations, license requirements, etc. This is typically a four-day meeting. NIC travel estimate 1.5 days pre & post travel based on flight schedules.

Expenditure	License Fees (RSS)	Third-Party Reimbursement	Third-Party Direct Booked	Total
<input checked="" type="checkbox"/> Airfare:	\$1,205.16			\$1,205.16
<input checked="" type="checkbox"/> Hotel:	\$1,780.00			\$1,780.00
<input checked="" type="checkbox"/> Ground:	\$40.00			\$40.00
<input checked="" type="checkbox"/> Conference:	\$900.00			\$900.00
<input checked="" type="checkbox"/> Other:	\$520.00			\$520.00
Describe "Other" (break out all sections): Meals not provided.				
Net Total:	\$4,445.16			\$4,445.16

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Budget Recommendations for FY 2024 (continued)

Out-of-State Meetings and Additional In-State Travel (Rank in order of importance)

#2 Rank in Importance or Not Applicable

Date	Location	# Board	# Staff
Spring 2024	TBD	1	1

Description of meeting and its role in supporting the mission of the Board:

Attendance of this annual National Interstate Council of State Boards of Cosmetology (NIC) Regional & Administrators meeting allows for the gathering of information on other state licensure requirements, statutory/regulatory updates or changes, informational exchange, addressing common state board licensing issues, sharing of databases. The gain of information and knowledge on new techniques, equipment and industry standard changes which may affect Alaska and require changes in regulations, license requirements, etc. This is typically a four-day meeting. NIC travel estimate 1.5 days pre & post travel.

Expenditure	License Fees (RSS)	Third-Party Reimbursement	Third-Party Direct Booked	Total
<input checked="" type="checkbox"/> Airfare:	\$2,000.00			\$2,000.00
<input checked="" type="checkbox"/> Hotel:	\$1,800.00			\$1,800.00
<input checked="" type="checkbox"/> Ground:	\$50.00			\$50.00
<input checked="" type="checkbox"/> Conference:	\$900.00			\$900.00
<input checked="" type="checkbox"/> Other:	\$400.00			\$400.00
Describe "Other" (break out all sections): Meals not provided.				
Net Total:	\$5,150.00			\$5,150.00

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Budget Recommendations for FY 2024 (continued)

Non-Travel Budget Requests

- Not Applicable Resources Examinations
 Membership Training Other

Product or Service	Provider	Cost Per Event
National Interstate Council of State Boards of Cosmetology (NIC)	NIC	\$310.00

Description of item and its role in supporting the mission of the Board:

Annual membership dues. Being a member of NIC allows the board to keep current with National standards and practices; allows the use of the NIC written examinations, access to National Database for license verification/certifications which allows member States an ease of sharing license information (verifications / certifications).

Other Items with a Fiscal Impact

- Not Applicable

Cost Per Event:

Number of Events:

Product or Service	Provider	Cost Per Event

Description of item and its role in supporting the mission of the Board:

Summary of FY 2024 Fiscal Requests:

Board Meetings and Teleconferences:	\$250.00
Travel for Exams:	\$0.00
Out-of-State and Additional In-State Travel:	\$9,595.16
Dues, Memberships, Resources, Training:	\$310.00
Total Potential Third-Party Offsets:	\$0.00
Other:	\$0.00
Total Requested:	\$10,155.16

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Legislative Recommendations - Proposed Legislation for FY 2024

No Recommendations

The Board has no recommendations for proposed legislation at this time.

Recommendations

The Board has the following recommendations for proposed legislation:

Sec. 08.13.220

Remove “microneedling” from the definition of tattooing. This is a medical procedure and the board received legal advice to remove this from the definition.

Sec 08.13.080 and Sec 08.13.160

Add section to allow barbers and non-chemical barbers to practice and teach hair braiding as they were allowed to do before the unintentional consequence of SB4 allowed hairdressers however not barbers or non-chemical barbers to perform this service.

Sec 08.13.082

Allow for apprenticeship hours and other specifications of apprenticeships to be in regulations rather than statute to allow for the changing and dynamic industries we regulate. Also allowing apprenticeship for advanced endorsement of manicuring.

Sec. 08.13.120

Update this section, cleaning up language that is confusing, outdated, and contradictory for temporary licenses, temporary shop licenses, and the allowance of conventions.

Sec. 08.13.130

Adding “current state of Alaska” to the display of license or permits. Recommend the Legislature pass legislation to raise the hour requirement for Manicurists from 12-hours to 250-hours of training, plus passage of a written examination, to be eligible for licensure with the allowances for grandfathering.

Sec 08.13.160(g)

Adding: A person licensed by under this chapter to practice barbering or non-chemical barbering is considered to be licensed to practice hair braiding under the same license.

The board will continue to work and draft legislation as needed to meet industry changes and industry needs.

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Regulation Recommendations - Proposed Regulations for FY 2024

No Recommendations

The Board has no recommendations for proposed regulations at this time.

Recommendations

The Board has the following recommendations for proposed regulations:

12 AAC 09.160(a)(c); 12 AAC 09.161(a)(c); 12 AAC 09.097

Change regulation to allow barbers and non-chemical barbers to continue practicing and teaching hair braiding. An unintentional change during SB4 legislation and the regulation changes the accompany it only state that hairdressers are able to practice and teach hair braiding. Barber and non-chemical barbers are taught braiding and have been practicing and teaching braiding. We would like to make sure they are able to continue this practice.

12 AAC 09.185

As a result of comments from town hall meetings as well as several board meeting discussions, the board discussed increasing the length of time from one to a minimum of three years for a licensed tattooist, body piercer, or permanent cosmetic colorist to take on an apprentice. This has been a concern of the public and would help increase the health and safety of our communities.

12 AAC 09.004; 12 AAC 09.112

Clarify language relating to temporary shop licenses, courtesy licenses, and conventions once legal advice that was requested is relayed back to the board. The language surrounding this topic is vague and difficult to interpret. The growing industries are adapting to conventions where commerce is the main goal rather than demonstrating techniques to other professionals.

12 AAC 09.163

Update the esthetics curriculum to a more national standard after adequate research and discussion is reached by the board. After taking in suggestions from town hall meetings and information brought back from the NIC conventions, the board would like to update the esthetics curriculum to better serve the health and safety as well as professional quality of these licensees.

The board will continue to work and draft regulations as needed to meet industry changes and industry needs.

12 AAC 09.004 Courtesy License

Change from one courtesy license in a calendar year to two courtesy licenses in a calendar year. This change will allow additional opportunities for out of state artists to attend multiple events occurring in Alaska. The number of special events in Alaska has been growing over the last several years from one per year to a minimum of two per year.

12 AAC 09.185(h) Trainees in Body Piercing, Tattooing, or Permanent Cosmetic Coloring.

Eliminating conflicting completion of training documentation submission requirements.

12 AAC 09.190(l) Apprentices of Barbering, Non-Chemical Barbering, Hairdressing, and Esthetics

Eliminating conflicting completion of training documentation submission requirements.

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Regulation Recommendations - Proposed Regulations for FY 2024 (continued)

12 AAC 09.002(j) and 12 AAC 09.106(d) - Instructor by Waiver of Examination

Removes requirements for out of state instructors to hold an individual aspect (barber, hairdresser, etc.) license in AK before an application for instructor license submitted. Currently, instructors by waiver of exam must first obtain an individual aspect license; costs for this on AK side is \$330.00, however this does not include additional VOL and transcript costs to applicant. Once individual aspect license is issued, the individual may then apply for an instructor license; AK costs are \$410.00, however this does not include additional VOL and transcript costs to applicant.

12 AAC 09

Clean up/removal of written examination deadlines and fees. Effective October 1, 2022, the board moved to computerized/on-line written examination administration through Prov. Candidates must submit applications to the division and be approved to test; however, examination fees, postponement fees, and examination scheduling are now done through Prov.

The board will continue to work and draft regulation projects as needed.

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Goals and Objectives

Part I

FY 2023's goals and objectives and how they were met:

Conduct three one-day, face-to-face meetings, one of which will be scheduled to coincide with the first week of legislative session (January), and teleconferences, as needed.

Two of our three board meetings were conducted with vacancies on our board and resignation of members for personal reasons. Both meetings were held via zoom and the request for face-to-face meeting is still ongoing.

Continue to have an operating budget so the board can more efficiently accomplish goals. This includes having a member of the division present during board meetings and conducting meetings face to face.

Historically, the board has been very strong about maintaining this goal; however, with the new budget proposal, travel for the division member and board members are at risk of being denied. It is important to the board to have meetings face to face where goals can be accomplished and at a more efficient rate.

Have representation on the national level.

The board continues to maintain representation at a national level, including sending the board appointed member and staff to the National Interstate Council of State Boards annual conference which is highly valuable to regulating our professions. In the past years, travel has not been allowed due to travel restrictions. The board has requested travel to the NIC national convention.

Continue to be attentive to the school and instructor responsibilities to the student (i.e., applications and record keeping filed in a timely manner).

The board will continue to be attentive to the school and instructor responsibilities to the student by addressing ongoing issues as they arise, holding town hall meetings, suggesting legislation change and updating regulations to keep up with the growing industry. Removing practical exams and offering online testing for our written exams has created an environment suitable for licensees and future licensees to be in the workforce with more efficient times.

Take steps to educate the legislature on the concerns of our profession (i.e., sanitation and public safety).

The board will continue to take steps to educate the legislature on the serious concerns of our profession.

Continue to have increased investigative staff time to address the complaints and concerns of the public.

The board recognizes that increased investigative staff time has been allowed for follow-through on complaints, open cases, and current investigative issues. This has greatly alleviated many complaints being received. Ongoing investigative staff time will be needed for public safety. A hardship to continue with and increase excellent investigative staff is the new budget proposal which is suggesting changes to the internal structure of investigations as well as potentially declining the board's suggestion for increased investigative staffing.

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Goals and Objectives (continued)

Part I (continued)

FY 2023's goals and objectives and how they were met:

Supported staff for licensing to properly handle the growing volume of licenses, apprentice, and student paperwork.

The board will continue supporting the department's addition of another full-time licensing examiner. The board hired an additional licensing examiner in January 2021. With the legislative change eliminating the practical exam and requiring a proficiency exam at the school level, some of the workload on licensing examiners has been lifted.

Update service and practices of estheticians to meet current industry standards and practices.

The board continues to make this issue a priority. Board members have reached out to state representatives on changes to the regulation of esthetician training to bring this up to industry standards. Discussion about an advanced esthetic license is on the agenda.

Increase the length of time licensed as a tattooist or permanent cosmetic colorist from one year to a minimum of three years before taking on apprentices.

The board will continue to increase the health and safety practices in our communities as well as take advice from community members during town hall meetings.

The board be given authority to create and edit licensing requirements they regulate for each of the professions.

Currently, specific criteria for the majority of licenses are written in legislation requiring a lengthy and consuming process to stay current with our growing and changing industries. The board would like to see a legislation change to set certain criteria for our professions in regulation and will continue to better serve the health and safety of our communities by doing so.

Increase the 12-hour manicuring license to bring it up to national standards as well as protect our community members by ensuring the health and safety of this industry.

The board is currently communicating with representatives on how to make changes to regulation to allow the board members to oversee the training requirements for licensees. The board is working to have legislation changes to have this authority moved to regulation giving the board the ability to set the standards for training requirements for students and apprentices.

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Goals and Objectives (continued)

Part II

FY 2024's goals and objectives, and proposed methods to achieve them.

Describe any strengths, weaknesses, opportunities, threats and required resources:

1. *Conduct three one-day, face-to-face meetings, one of which will be scheduled to coincide with the first week of legislative session (January), and teleconferences, as needed.*
Historically, the board has met this goal. This last year with vacancies and resignations we only had 2 meetings conducted and no travel with our legislative changes not being picked up.
2. *Continue to have an operating budget so the board can more efficiently accomplish goals. This includes having a member of the division present during board meetings.*
The board historically has been very strong about maintaining this goal. It is important to the board to have meetings face to face where goals can be accomplished and at an efficient rate.
3. *Have representation on the national level.*
The board continues to maintain representation at a national level including sending the board appointed member and staff to the National Interstate Council of State Boards annual conference which is highly valuable to regulating our professions. This may be at risk due to budgetary issues.
4. *Supported staff for licensing to properly handle the growing volume of licenses, apprentice, and student paperwork.*
The board will continue supporting the department's addition of another full-time licensing examiner.
5. *Update service and practices of estheticians to meet current industry standards and practices.*
The board continues to make this issue a priority. Board members have reached out to state representatives on changes to the regulation of esthetician training to bring this up to industry standards.
6. *Increase the length of time licensed as a tattooist or permanent cosmetic colorist from one year to a minimum of three years before taking on apprentices.*
The board will continue to increase the health and safety practices in our communities, as well as take advice from community members during town hall meetings.
7. *The board be given authority to create and edit licensing requirements they regulate for each of the professions.*
Currently specific criteria for the majority of licenses are written in legislation requiring a lengthy and consuming process to stay current with our growing and changing industries. The board would like to see a legislation change to set certain criteria for our professions in regulation and will continue to better serve the health and safety of our communities by doing so.
8. *Increase the 12-hour manicuring license to bring it up to national standards as well as protect our community members by ensuring the health and safety of this industry.*
The board is currently communicating with representatives on how to make changes to regulation to allow the board members to oversee the training requirements for licensees. The board is working to have legislation changes to have this authority moved to regulation giving the board the ability to set the standards for training requirements for students and apprentices.

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Sunset Audit Recommendations

Date of Last Legislative Audit: 4/18/2018

Board Sunset Date: 6/30/2027

Audit Recommendation:

The board received no new recommendations.

Action Taken:

N/A

Next Steps:

N/A

Complete : No Yes **If yes, date completed:**