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

Degrees:
- No Degree Required

Examination Requirement

*In Pennsylvania, applicant must complete the tenth grade.

*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

MAP SHOWING THE DIFFERENT REQUIREMENTS ACROSS THE UNITED STATES FOR TRAINING / EXPERIENCE.

Continuing Education Requirement

MAP SHOWING THE DIFFERENT REQUIREMENTS ACROSS THE UNITED STATES FOR CONTINUING EDUCATION.

2020
Cosmetologist

Initial Licensing Fee

Fee Amount

0 100 200 300 400

PA  U.S. avg.

$10.00  $85.16

HIGHEST: $391.00 (Wisconsin)
MEDIAN: $60.00
LOWEST: $10.00 (Pennsylvania)

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

Renewal Fees

Fee Amount

0 100 200

PA  U.S. avg.

$67.00  $63.53

HIGHEST: $225.00 (Delaware)
MEDIAN: $50.00
LOWEST: $20.00 (Indiana and New York)

Renewal Cycles

- 1 year
- 2 years
- 3 years
- 4 years

36 States
10 States
2 States
7 States

*To allow for comparisons, all fees have been adjusted to biennial renewal cycles
*Colorado does not provide renewal fee information

2020
**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.**

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

Hawaii
**Cosmetology Teacher**

**Degree Requirement**

**Examination Requirement**

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

*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.*

---

**Degrees:**

- No Degree Required
- Other (Not Licensed)

**States with 1 required examination**

**States with 2 required examinations**

**States with 3 required examinations**

**States that do not license this occupation**

---

2020
Cosmetology Teacher

Instructor Training Requirement

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

**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

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

### Initial Licensing Fee

- **PA**: $10.00
- **U.S. avg.**: $72.76
- **HIGHEST**: $410.00 (Alaska)
- **LOWEST**: $10.00 (Pennsylvania)

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

### Renewal Fees

- **PA**: $105.00
- **U.S. avg.**: $70.41
- **HIGHEST**: $193.00 (Delaware)
- **LOWEST**: $20.00 (Indiana)

**Renewal Cycles**

- 1 year: 1 state
- 2 years: 1 state
- 3 years: 1 state
- 4 years: 1 state
- 5 years: 1 state

Utah, Vermont, and Wisconsin are not included.

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

States with Reciprocity or Endorsement

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

**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.
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

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

- **MEDIAN:** 600 Hours
- **300 hours**
- **610 hours**

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

**Continuing Education Requirement**

- **440 - 520 hours**
- **> 680 hours**

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

---

**CE Reporting Cycles**

- **3 years**
- **1 year**
- **2 years**
- **10 States**
- **1 State**
- **2 States**

---

2020
**Initial Licensing Fee**

- **LOWEST: $10.00** (Pennsylvania)
- **MEDIAN: $60.00**
- **HIGHEST: $330.00** (Alaska)

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

**Renewal Fees**

- **LOWEST: $20.00** (NY, IN)
- **MEDIAN: $52.00**
- **HIGHEST: $193.00** (Delaware)

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

Missouri and Colorado are not included.

Renewal Cycles:
- 3 years: 2 states
- 4 years: 11 states
- 2 years: 35 States
- 1 year: 2 states

**THE STATE BOARD OF COSMETOLOGY**

Esthetician
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.
**Esthetician Teacher**

**Degree Requirement**

- **No Degree Required**
- **Other (Not Licensed)**

**Examination Requirement**

- **States with 1 required examination**
- **States with 2 required examinations**
- **States with 3 required examinations**
- **States that do not license this occupation**

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

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

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

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.
**Initial Licensing Fee**

- **PA**: $10.00
- **U.S. avg.**: $79.57
- **MEDIAN**: $60.00 (U.S.)
- **LOWEST**: $10.00 (Pennsylvania)
- **HIGHEST**: $410.00 (Alaska)

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

**Renewal Fees**

- **PA**: $105.00
- **U.S. avg.**: $81.28
- **MEDIAN**: $60.00
- **LOWEST**: $20.00 (Indiana)
- **HIGHEST**: $260.00 (Alaska)

*To allow for comparisons, all fees have been adjusted to biennial renewal cycles.*
States with Reciprocity or Endorsement

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

**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.
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

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

Training / Experience Requirement

- **325 - 400 hours**
- **> 400 hours**
- **200 - 250 hours**
- **250 - 325 hours**

**MEDIAN:**
- **0 hours**
- **2.36 hours**
- **>9 hours**
- **7 - 9 hours**
- **0 hours**
- **5 - 7 hours**

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

Continuing Education Requirement

**CE Reporting Cycles**
- **1 year** (1 State)
- **2 years** (6 States)
- **3 years** (1 State)

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

- **PA**: $10.00
- **U.S. avg.**: $56.13
- **LOWEST**: $10.00 (ID, PA)
- **MEDIAN**: $48.00
- **HIGHEST**: $195.00 (Minnesota)

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

Renewal Fees

- **PA**: $67.00
- **U.S. avg.**: $59.47
- **LOWEST**: $20.00 (ID, NY)
- **MEDIAN**: $52.00
- **HIGHEST**: $130.00 (Vermont)

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

Renewal Cycles

- 1 year
- 2 years
- 3 years
- 4 years
- 1 state
- 6 states
- 17 states

2020
**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.**
Nail Technician 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 nail technician examination as separate examinations, while others refer to them as separate parts of one single examination. Also, some states only call it the nail technician examination and provide no further clarification. For the purposes of this info-graphic, the written and theoretical portions are considered two separate examinations.
Nail Technician Teacher

Training / Experience Requirement

- **States that do not license this occupation**
- **550 - 795 hours**
- **> 795 hours**
- **250 - 350 hours**
- **350 - 550 hours**
- **< 250 hours**

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

- **15 - 20 hours**
- **>20 hours**
- **1 - 10 hours**
- **10 - 15 hours**
- **0 hours**

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

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

- **HIGHEST:** $410.00 (Alaska)
- **MEDIAN:** $60.00
- **LOWEST:** $10.00 (Pennsylvania)

**PA**
- $10.00

**U.S. avg.**
- $84.56

### Renewal Fees

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

- **HIGHEST:** $210.00 (Alaska)
- **MEDIAN:** $57.50
- **LOWEST:** $10.00 (North Carolina)

**PA**
- $105.00

**U.S. avg.**
- $78.79

**Renewal Cycles**

- 21 states: Annual
- 3 states: Biennial
- 1 state: Triennial

---

*Initial licensing fee comparison excludes examination fees, background check fees, and finger printing fees.*
## Nail Technician Teacher

### States with Reciprocity or Endorsement

<table>
<thead>
<tr>
<th>Endorsement</th>
<th>Reciprocity</th>
<th>Not Specified in Legislation</th>
</tr>
</thead>
<tbody>
<tr>
<td>District of Columbia</td>
<td>Arizona, Arkansas, Delaware</td>
<td>Kansas, Maine, North Carolina, Utah, Wisconsin</td>
</tr>
<tr>
<td>Georgia</td>
<td>Michigan, Mississippi, Missouri, Nebraska</td>
<td></td>
</tr>
<tr>
<td>Idaho</td>
<td>New Mexico, Ohio</td>
<td></td>
</tr>
<tr>
<td>Minnesota</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Virginia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arizona</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arkansas</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Delaware</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Michigan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mississippi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Missouri</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nebraska</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Mexico</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ohio</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pennsylvania**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South Dakota</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tennessee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Washington</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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

Degree Requirement

States with 0 required examinations
- State has hair braiding under the scope of practice for cosmetologists

Degrees:
- No Degree Required
- Not Licensed

*In Pennsylvania, applicants must complete the tenth grade

Examination Requirement

States with 1 required examination
States with 2 required examinations
States with 3 required occupations
State with 0 required examinations
State has hair braiding under the scope of practice for cosmetologists

*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 infographic, the written and theoretical portions are considered two separate examinations.

2020
* To allow for comparison, CE requirements have been adjusted to 2-year reporting cycles.

**Massachusetts** requires 2 years of practice under a licensed cosmetologist

**Oregon** requires a natural hair care training module and is not included in this analysis

---

**Continuing Education Requirement**

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

### Initial Licensing Fee

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

- **PA**: $10.00
- **U.S. avg.**: $60.00
- **HIGHEST**: $330.00 (Alaska)
- **MEDIAN**: $40.00
- **LOWEST**: $10.00 (PA)

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

### Renewal Fees

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

- **PA**: $67.00
- **U.S. avg.**: $65.06
- **HIGHEST**: $180.00 (Alaska)
- **MEDIAN**: $55.00
- **LOWEST**: $20.00 (North Carolina)

**Renewal Cycles**
- Annual
- Triennial
- Biennial

13 States
4 States

2020
<table>
<thead>
<tr>
<th>Endorsement</th>
<th>Reciprocity</th>
<th>Not State in Legislation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaska</td>
<td>Massachusetts</td>
<td>Florida</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>Minnesota</td>
<td>Iowa</td>
</tr>
<tr>
<td>Illinois</td>
<td>Nevada</td>
<td>South Carolina</td>
</tr>
<tr>
<td>New York</td>
<td>North Carolina</td>
<td></td>
</tr>
<tr>
<td>Wyoming</td>
<td>Oklahoma</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oregon</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pennsylvania**</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Tennessee</td>
<td></td>
</tr>
</tbody>
</table>

**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**

<table>
<thead>
<tr>
<th>Degrees:</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Map showing states and degrees" /></td>
</tr>
<tr>
<td>Degrees:</td>
</tr>
<tr>
<td>No Degree Required</td>
</tr>
<tr>
<td>Other (Not Licensed)</td>
</tr>
</tbody>
</table>

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

**Examination Requirement**

<table>
<thead>
<tr>
<th>Examination Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Map showing states and examinations" /></td>
</tr>
<tr>
<td>States with 1 required examination</td>
</tr>
<tr>
<td>States with 2 required examinations</td>
</tr>
<tr>
<td>States that do not license this occupation</td>
</tr>
</tbody>
</table>

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

---

**Training / Experience Requirement**

The map shows the training and experience requirements for Natural Hair Braider Teacher across different states. The requirements range from 0 hours to 1,500 hours. The median requirement is 450 hours.

**Continuing Education Requirement**

The map illustrates the median continuing education requirement, which is 7 hours. The requirements vary from 0 hours to 8.25 hours.

---

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

- **HIGHEST**: $175.00 (District of Columbia)
- **LOWEST**: $10.00 (PA)
- **MEDIAN**: $42.50

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

### Renewal Fees

- **HIGHEST**: $155.00 (District of Columbia)
- **LOWEST**: $10.00 (North Carolina)
- **MEDIAN**: $59.00

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

<table>
<thead>
<tr>
<th>State</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama</td>
<td><a href="https://aboc.alabama.gov/">https://aboc.alabama.gov/</a></td>
</tr>
<tr>
<td>Alaska</td>
<td><a href="https://www.commerce.alaska.gov/cbpl/ProfessionalLicensing/BoardofBarbersHairdressers.aspx">https://www.commerce.alaska.gov/cbpl/ProfessionalLicensing/BoardofBarbersHairdressers.aspx</a></td>
</tr>
<tr>
<td>Arizona</td>
<td><a href="https://boc.az.gov/">https://boc.az.gov/</a></td>
</tr>
<tr>
<td>Arkansas</td>
<td><a href="https://www.arkansas.gov/cos/">https://www.arkansas.gov/cos/</a></td>
</tr>
<tr>
<td>California</td>
<td><a href="https://www.barbercosmo.ca.gov/">https://www.barbercosmo.ca.gov/</a></td>
</tr>
<tr>
<td>Colorado</td>
<td><a href="https://dpo.colorado.gov/BarberCosmetology">https://dpo.colorado.gov/BarberCosmetology</a></td>
</tr>
<tr>
<td>Delaware</td>
<td><a href="https://dpr.delaware.gov/boards/cosmetology/">https://dpr.delaware.gov/boards/cosmetology/</a></td>
</tr>
<tr>
<td>District of Columbia</td>
<td><a href="https://www.dcopla.com/bbc/">https://www.dcopla.com/bbc/</a></td>
</tr>
<tr>
<td>Florida</td>
<td><a href="https://www.myfloridalicense.com/intentions2.asp?chBoard=true&amp;boardid=05">https://www.myfloridalicense.com/intentions2.asp?chBoard=true&amp;boardid=05</a></td>
</tr>
<tr>
<td>Georgia</td>
<td><a href="https://sos.ga.gov/index.php/licensing/plb/16">https://sos.ga.gov/index.php/licensing/plb/16</a></td>
</tr>
<tr>
<td>Hawaii</td>
<td><a href="https://cca.hawaii.gov/pvl/boards/barber/">https://cca.hawaii.gov/pvl/boards/barber/</a></td>
</tr>
<tr>
<td>Indiana</td>
<td><a href="https://www.in.gov/pla/cosmetology.htm">https://www.in.gov/pla/cosmetology.htm</a></td>
</tr>
<tr>
<td>Kansas</td>
<td><a href="http://www.kansas.gov/kboc/">http://www.kansas.gov/kboc/</a></td>
</tr>
<tr>
<td>Kentucky</td>
<td><a href="https://kbc.ky.gov/Pages/index.aspx">https://kbc.ky.gov/Pages/index.aspx</a></td>
</tr>
<tr>
<td>Louisiana</td>
<td><a href="http://www.lsbc.louisiana.gov/">http://www.lsbc.louisiana.gov/</a></td>
</tr>
<tr>
<td>Maryland</td>
<td><a href="https://www.dllr.state.md.us/license/cos/">https://www.dllr.state.md.us/license/cos/</a></td>
</tr>
<tr>
<td>Michigan</td>
<td><a href="https://michigan.gov/lara/0/4601.7-154-89334_72600_72602_72731_72864-.00.html">https://michigan.gov/lara/0/4601.7-154-89334_72600_72602_72731_72864-.00.html</a></td>
</tr>
<tr>
<td>Minnesota</td>
<td><a href="https://mn.gov/boards/cosmetology/">https://mn.gov/boards/cosmetology/</a></td>
</tr>
<tr>
<td>Mississippi</td>
<td><a href="https://www.msbca.ms.gov/">https://www.msbca.ms.gov/</a></td>
</tr>
<tr>
<td>Missouri</td>
<td><a href="https://www.pr.mo.gov/cosbar.asp">https://www.pr.mo.gov/cosbar.asp</a></td>
</tr>
<tr>
<td>Montana</td>
<td><a href="http://boardsbsd.dillmt.gov/cos">http://boardsbsd.dillmt.gov/cos</a></td>
</tr>
<tr>
<td>Nebraska</td>
<td><a href="http://dhhs.ne.gov/licensure/Pages/Cosmetology-and-Esthetics.aspx">http://dhhs.ne.gov/licensure/Pages/Cosmetology-and-Esthetics.aspx</a></td>
</tr>
<tr>
<td>Nevada</td>
<td><a href="https://sites.google.com/nvcosmo.com/nevada-board-of-cosmetology/home">https://sites.google.com/nvcosmo.com/nevada-board-of-cosmetology/home</a></td>
</tr>
<tr>
<td>New Jersey</td>
<td><a href="https://www.njconsumeraffairs.gov/cos">https://www.njconsumeraffairs.gov/cos</a></td>
</tr>
<tr>
<td>New Mexico</td>
<td><a href="http://www.rd.state.nm.us/boards/Barbers_and_Cosmetologists.aspx">http://www.rd.state.nm.us/boards/Barbers_and_Cosmetologists.aspx</a></td>
</tr>
<tr>
<td>North Carolina</td>
<td><a href="https://www.nccosmeticarts.com/">https://www.nccosmeticarts.com/</a></td>
</tr>
<tr>
<td>North Dakota</td>
<td><a href="https://www.ndcosmetology.com/">https://www.ndcosmetology.com/</a></td>
</tr>
<tr>
<td>Ohio</td>
<td><a href="https://cos.ohio.gov/">https://cos.ohio.gov/</a></td>
</tr>
<tr>
<td>Oklahoma</td>
<td><a href="https://ok.gov/cosmo/Licensing_Fee_Information/index.html">https://ok.gov/cosmo/Licensing_Fee_Information/index.html</a></td>
</tr>
<tr>
<td>Pennsylvania</td>
<td><a href="https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Pages/default.aspx">https://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Cosmetology/Pages/default.aspx</a></td>
</tr>
<tr>
<td>Rhode Island</td>
<td><a href="https://health.ri.gov/licenses/detail.php?id=225">https://health.ri.gov/licenses/detail.php?id=225</a></td>
</tr>
<tr>
<td>South Carolina</td>
<td><a href="https://lrr.sc.gov/cosmo/">https://lrr.sc.gov/cosmo/</a></td>
</tr>
<tr>
<td>South Dakota</td>
<td><a href="https://dls.sd.gov/cosmetology/default.aspx">https://dls.sd.gov/cosmetology/default.aspx</a></td>
</tr>
<tr>
<td>Texas</td>
<td><a href="https://tlir.texas.gov/cosmet/cosmet.htm">https://tlir.texas.gov/cosmet/cosmet.htm</a></td>
</tr>
<tr>
<td>Utah</td>
<td><a href="https://dpl.utah.gov/cosmo/index.html">https://dpl.utah.gov/cosmo/index.html</a></td>
</tr>
<tr>
<td>Vermont</td>
<td><a href="https://sos.vermont.gov/barbers-cosmetologists/forms-instructions/">https://sos.vermont.gov/barbers-cosmetologists/forms-instructions/</a></td>
</tr>
<tr>
<td>Virginia</td>
<td><a href="http://www.dpor.virginia.gov/Boards/BarberCosmo/">http://www.dpor.virginia.gov/Boards/BarberCosmo/</a></td>
</tr>
<tr>
<td>Washington</td>
<td><a href="https://www.dol.wa.gov/business/cosmetology/">https://www.dol.wa.gov/business/cosmetology/</a></td>
</tr>
<tr>
<td>West Virginia</td>
<td><a href="https://www.wvbcc.com/">https://www.wvbcc.com/</a></td>
</tr>
<tr>
<td>Wisconsin</td>
<td><a href="https://dgos.wi.gov/Pages/Professions/Cosmetologist/Default.aspx">https://dgos.wi.gov/Pages/Professions/Cosmetologist/Default.aspx</a></td>
</tr>
<tr>
<td>Wyoming</td>
<td><a href="https://cosmetology.wyo.gov/">https://cosmetology.wyo.gov/</a></td>
</tr>
</tbody>
</table>