

**October 2025**

**Board Chair**

Glad to see everyone here; thank you for coming.

I am happy to report that it has been a productive and positive year for the Association.

During the past year, the Association focused on what Members have been asking for, such as

- Bringing back educational events
- Offering free training classes
- Hosting competitions
- Building a new user-friendly and up to date Member management system
- Implementing new licence categories (still waiting for approval by the Minister of Labour, Skills and Immigration).

I am encouraged to see the recent growth of the Association, and I am further encouraged by the continued engagement by our professionals at our open member meetings. Your understanding, your feedback, and your thoughts are vital. Although we cannot always do everything a member may ask, we do listen and try to do what is best for all Members.

The AGM is important. The meeting is where issues and ideas are discussed and voted on by Members. I have said before, the Association is the only regulatory body in NS that governs cosmetology, and you are very privileged to be self-regulated; your expertise helps make decisions and regulate the profession here in NS, while continuing to protect you, your clients, your education, your businesses, and your industry. I am confident that the Association will remain a strong force in the industry, and we will continue to make great strides together.

This year, the Association's 5-year plan will come to an end.

**Enhance Member and social media communications.**

*This work is complete. In addition to the public Facebook page, 3 private groups were added to Facebook (one for business owners and one for Members only where information is shared weekly or as needed, as well as a buy and sell Facebook page). A job ad section is also now available on the Association's website.*

- *The Association's Instagram account is now utilized on a regular basis.*
- *There have been more frequent emails sent to Members with updates and important information, and regular (open)*

*Member meetings via the Zoom platform or in person have been added to the calendar.*

- **Work on refining and bringing the By-laws and regulations up to date so that continual adjustments are not needed.**

*A few items were approved by the Minister over the past years; Board terms were adjusted, and specific instructor requirements, and Members professional development requirements for licence status were added. Additional items have been discussed at the Board level, such as student voting for Board Directors (included in the 2025 Agenda). Other matters are still awaiting approval from the Minister of Labour, Skills and Immigration. If approved, an email will be sent to Members, and the by-laws will be amended and posted on the Association's website.*

- **Continue to address the need for recognition and specific licensure.**

*A Master Specific Instructor licence was approved and added to the by-laws. The Association is still waiting for the approval of past Member approved by-law requests, such as Salon Assistant, Esthetics Skincare, Technical Cutting, and Facial Waxing licences.*

- **Continue to address the need for alternative pathways to licensure in specific skill areas found under the scope (skill) of cosmetology.**

This topic has been under discussion for a few years; this is again on the AGM agenda for discussion.

- **Create a smaller version of the By-laws and Policies manuals and issue to Members.**

A draft has been created; however, this project will be completed when the Association receives a response from Minister to all past by-law change requests.

- **Ensure that exam equipment and education standards are updated and upgraded.**

This has been completed and will remain ongoing. The Association is committed to keeping cosmetology standards high and will review as needed. A new online theory exam platform has been created and is being implemented, this will allow all students and those applying for licensing to complete theory exams online.

- **Work towards achieving Public and Member respect for the industry.**

Achieving public and Member respect will also remain ongoing and will remain part of the 5-year plan now and in the future.

Moving forward, the Board will look at new and ongoing priorities to build the next 5-year plan.

As always, the Board and the Association office continue

- to review and update internal policies to reflect current needs and best practices.
- to further streamline salon and school inspection procedures.

Mid 2025, the Association began the development of a new database/management system - to better manage member data in today's world. This system will provide up-to-date accounting processes, allow Members to register for professional development classes and events online, allow Members to have easier access to their account information through the website Member portal, and more. The implementation of this system should be completed in the near future.

## **The Association's current Board Directors are:**

- Pat Twast – Board Chair
- Tracey Crawley – Co-chair
- Angela Burns – Director
- Lisa Silliker – Director
- Bonnie Williams – Director
- Glenn Balser – Director
- Desiree Couillard – Director
- Kerry Constable – Director

## **Additionally, the Association currently employs:**

- 6 full-time office staff
- 7 examiners
- 7 inspectors
- 1 social media guru
- 7967 active Members
- 307 credential reviews
- 150 pending applicants
- 516 registered students
- 133 new and pending applicants
- 2490 registered salons

- 11 cosmetology schools

## **ASSOCIATION MEETINGS**

In the past year, the Association attended or hosted the following meetings:

- Minnikin Resources
- Cosmetology Association of NB
- Safety Services Division, Labour, Skills & Immigration
- Department of Labour, Skills, & Immigration
- Nova Scotia Apprenticeship Agency
- Department of Education - Private Career Colleges Division
- BC Beauty Council
- Ontario Hairdressers' Association

## **Board Director Orientation**

Minnikin Resources provided Board orientation training in November 2024 and will provide training in November 2025.

Standing Committees:

- HR
- Finance

Ad Hoc Committees:

- Review Committee

- Nominating Committee

Reports will be provided during the meeting.

## **Member Meetings**

Open Member meetings were well attended, receiving constructive and positive feedback. A great deal of information was shared at the meetings and Members in attendance were engaged and brought forth some great questions and opinions.

Of note, Jeffrey Reed, Director of the Private Career Colleges Division of the Department of Education, attended a member meeting to address and explain the different processes required for instructing cosmetology programs in NS.

Member meetings are a great place to discuss what is important and relative to the industry. Questions and opinions are encouraged and will be addressed in a respectful and constructive manner with accurate information being provided. Members will not always agree with each other, but Member meetings are where you will hear other Members' thoughts and concerns, which in turn will help you to make

informed decisions during AGMs, based on Membership's input.

The next Member meeting will tentatively be held in February 2026 (via Zoom). Information regarding open Member meetings (including how to register) is shared via email and social media and is posted on the Association's website.

### **Instructor Update**

Good news. This year the Association was successful in having the Milady Rise Educator program approved by the Department of Advanced Education. This program is offered at a more affordable cost to instructors and has been approved to be accepted as an alternative to the Adult Education Certificate (AEC) – aka Train-the-Trainer. AEC will still be accepted.

The instructor in-service for cosmetology school instructors was held in November 2024.

The Association continues to visit cosmetology schools once a year for mandatory inspections and holds a meeting with

students to discuss programs, inform students about their Association, the benefits available to them, and answer any questions they may have as new cosmetologists entering the industry.

### **New Phone System**

The Avaya phone system was installed in the office to allow the office staff to work during power outages and from home when needed, due to storms or otherwise. This was implemented with cost savings compared to other phone systems.

### **Office Building Rentals**

Association classrooms are rented throughout the year for a fee. Facility space is typically offered to suppliers and other companies like REDKEN, JOICO, Medika Beauty Institute, NASP, and Dermalogica (associated revenue is reflected in the financial report coming up shortly).

### **Inspections**

Inspections are ongoing, with complaint investigation being the primary focus. Inspectors look at infection control

processes, licensing, and salon registration. In this reporting period there were 7 inspectors.

### **Credential Review Appeal Committee**

The Credential Review Appeal Committee responds to appeals that are submitted to the Association with respect to licensing. There is a report from the Review Committee coming up and we will be looking for new prospects to volunteer for this and other *ad hoc* committees for 2025/2026.

### **Discipline**

The Association's Discipline Committee did not convene during this reporting period; however, will be convened early in the New Year.

### **Nova Scotia Skills Competition**

CANS donated \$500 to each NS skills winner to help towards their travels for the National competitions.

I would like to acknowledge the winners of the NS Provincial Skills' Competition,

- Esthetics graduate - **Princess Lyca Cruz** from Sydney NS, graduating from CBBC Career college; and
- Hairstylist graduate **Cadence Cromwell** from Weymouth, NS, graduating from NSCC Burrige Campus in Yarmouth.

Both went on to Saskatchewan to represent NS in the National competitions; Princess Lyca took home silver for Nova Scotia.

Congratulations to both of you for a job well done!

## **Provincial Exams**

- During this reporting period there were 8 examiners.
- In 2024/25 – there were 517 exam participants.
  - Nail Technology: 137
  - Eyelash Enhancements: 71
  - Makeup Artistry: 11
  - Body Hair Removal Services: 19

- Esthetics: 117 (skin care, nails, make-up and body hair removal)
- Hairdressing: 162

## **Labour Mobility**

Fair Registration Practice (FRPA) Requirements: Association representatives regularly attend quarterly FRPA meetings.

During this reporting period, the Association received 302 applications for licensing, and the Association submitted its 2025 FRPA Report.

In closing,

To the Board of Directors, the Executive Director and the office staff, and all of you here today. Thank you all for attending.