

COSMETOLOGY ASSOCIATION OF NOVA SCOTIA

Board Update Important Information

AGM 2024

As the Cosmetology Association's Board of Directors (the "Board") wants to ensure Members are well informed and provided with relevant information pertaining to new or amended by-law motions being presented at this year's AGM, the Board of Directors created this document and encourages Members to read thoroughly to assist with making an informed decision prior to voting at the AGM on October 20, 2024.

History:

In 2016 the Board discussed and requested the addition of a specific licence from as far back as 2012; a licence that could be issued in "one or more specific skill scopes found under the scope of hairdressing or esthetics" - for example: in skincare, cutting only, sugaring, waxing, etc. The request was denied by Government at that time and was since denied by Members at the 2020 AGM.

The Association has made many requests to the Government for new by-law categories that were approved by the Members in the past. Some were approved and some were not, and some continue to be considered.

In short:

New categories approved by Members and the Government:

- Title change: Specific Licence (Eyelash Enhancements)
- Addition: Master Specific Cosmetologist Instructor (Eyelash Enhancements)
- Addition: Master Specific Cosmetologist Instructor (Body Hair Removal)
- Addition: Master Specific Cosmetologist Instructor (Nail Technology)
- Addition: Master Specific Cosmetologist Instructor (Make-Up Artistry)
- Term length: Board Director
- Apprenticeship Pilot Project approval: Hairdressing
- Yearly professional development requirements: Instructors
- Professional development requirement (once every 2 years): Maintain master designation

Denied by Government (or has not moved forward – initiated in 2016):

- Master Specific licence(s)
- Specific Cutting licence
- Specific licence (in 1 or more scopes of cosmetology)

- Specific licence (Natural Textured Hair Care)
- Master Cosmetologist Instructor (level 1 & 2)

Approved by Members and pending Association/Government approval (additional work required):

- Clinical Esthetics

Approved by Members and waiting on Government approval:

- Esthetics (Skincare)
- Specific Licence (Cutting)
- Specific Licence (Facial Waxing)

In early 2024 the Specific Licence Education Committee (SLEC) was formed. The Committee consisted of:

- 1 private career college owner
 - ✓ Licensed Nail Instructor
- 1 NSCC instructor
 - ✓ Licensed Master Esthetics Instructor
- 1 Private Career College Instructor
 - ✓ Licensed Master Esthetics Instructor
- 5 Business Owners
 - ✓ 1 Sugaring business owner
 - sugaring rep – non-licensed
 - ✓ 3 eyelash business owners
 - 1 Specific Licence (Eyelash Enhancements)
 - 1 licensed Master Specific (Eyelash Enhancements)
 - 1 salon owner – Un-licensed
 - ✓ 1 Nail Business Owner
 - Specific Licence (Nail Technician)
- Association’s Board Chair and Executive Director (to provide context and history information – no voting privileges)
- Association’s Executive Assistant (to provide context on policies and procedures with no voting privileges)

The intent of the SLEC was to discuss a specific sugaring licence and to look at the possibility of adding new pathways to licensure. Adding eyebrows to the current eyelash licence was also discussed.

The work of the SLEC included discussions, new ideas, research, affect on stake holder, the pros and cons of changes, and any adjustments that may be required, discussing

current by-laws of the Association and Private Career College (PCC) regulations, and more.

Recommendations were made by the SLEC and presented to the Board for consideration (and in consideration for the AGM). It is important to note that SLEC members did not agree unanimously on recommendations.

1. Adding eyebrows to the Eyelash Enhancement licence
2. Specific Licence (Sugaring)
3. OJT pathway

After review and careful consideration of the recommendation provided by the SLEC, the following decisions were made by the Board:

1. Amending the eyelash enhancement licence to include eyebrows:

The Board passed a motion to approve the addition of eyebrows to the Specific Licence (Eyelash Enhancements).

The Association has started the process of notifying the Department of Labour, Skills, and Immigration (LSI) that this by-law amendment has been added to this year's AGM Agenda for Member consideration in October.

Reasoning:

- To offer lash techs, salons, and spas the opportunity to increase profits with the addition of brow lamination, tinting and/or shaping services.
- To allow for reciprocity with NB (to offer equivalent licensing).
- To allow lamination, tinting, shaping by tweezing to be taught with the program, as these services are included in the approved lash textbooks being used in schools.

Please note:

By-law Amendment – 4.1(k) Specific Licence (Eyelash Enhancements) is on the 2024 AGM Agenda for Members consideration.

2. Specific Licence (Sugaring)

The Board did not approve of a specific sugaring licence but has agreed that Members should decide at the AGM.

Board Reasoning:

- A past request for a new specific licence which could be issued in any skill area found under the scope of cosmetology was not approved by Members.
- The breakdown of licences needs to be controlled – many areas of the profession can be specialty areas. (as said by Members in the past)
- There is a current licence that exists for body hair removal that includes sugaring, waxing, threading, tweezing etc., and breaking body hair removal down further is not sustainable.
- The current esthetics licence includes sugaring.
- One specific sugaring licence would limit a cosmetologist to one area of hair removal, with no way to increase their personal revenue.
- Jobs are very minimum for a sugaring practitioner, a requirement by the Government for program approval
- Cosmetologists can take further professional development to specialize and master sugaring or any other specific skill found under a licence.

As Members may be aware there is a Petition online which states:

*“Immediate action is needed to ensure that salon owners in Nova Scotia can fill vacant job positions. Sign this petition if you are a member of CANS or the general public that would like to increase the availability of specific license services such as **body sugaring, waxing, lashes, brows, nails, and make-up** in Nova Scotia via the creation of an on-the-job training permit. This permit would allow salon owners with a Specific Master Instructor License to supervise the training of new hires in order to gain the sufficient qualifications before taking the theoretical and practical examinations required for licensing.”*

Currently, five of the above specific licenses, plus a hair removal licence (includes sugaring) are found in the by-laws and are available, and there are requests for additional specific licenses currently before the Minister for facial waxing, technical cutting and esthetics skincare.

***Please note:** although not approved by the Board, the Board is of the opinion that these decisions should be up to the Members. By-law Amendment – Specific Licence Breakdown (previously voted down by Members) edit By-law 4.1 (g) has been added the 2024 AGM agenda for Member consideration.

3. On the Job Training (pathways to licensure)

As stated in the online petition, “The work of this committee feels greatly unfinished.” - The Board agrees.

The Board reviewed the recommendations of the SLEC; the OJT pathway was not unanimously agreed to by the SLEC, and there was no clear outline. The Board agreed and was of the opinion that more work is needed.

The Association will continue to look at options for possible new pathways to licensure - ones that will support and not affect the professionalism of the industry, the schools, salons, and spas and all Members.

The Board and an *ad hoc* committee will continue to work on new pathways and the requirements. The Association has added an “On-the-Job training permit (OJT permit)” for discussion and consideration of in-salon training to the 2024 AGM Agenda for Member consideration.

The Association asks you to consider the below information, to help you in making an informed decision, prior to voting.

Options being looked at:

1. Apprenticeship

Note: Nova Scotia Apprenticeship Agency’s response for specific program areas below:

“Less likely to be approved. We are trying to see apprenticeship program at a minimum of 1800 and preferably 3600.”

2. Adding on the job training to current programs

Note: It is very difficult to find 100-hour placements.

3. Training in salons/spas

The Association is seeking an opinion from legal counsel regarding the *Cosmetology Act*, sections 2(r) and 37, which reads:

Cosmetology Act

Section 2(r) – “School” means

- (i) a college as defined in the *Community Colleges Act*, or
- (ii) a private career college as defined in the *Private Career Colleges Regulation Act* that is operated by a person who holds a valid certificate of registration issued pursuant to that Act,

where students receive occupational training in the practice of Cosmetology,

...

Authorized School

Section 37 - Only a school as defined in this Act is authorized to offer a course of study in Cosmetology. (Emphasis added)

PROS

- New training pathway for licensure.
- Trainee paid (by the salon/spa) for training on the job.
- Flexible training.
- Supports training in rural areas.

CONS

- Training inequities.
 - ✓ Cosmetology school training is more focused and structured.
- Loss of foundational skills.
 - ✓ All curriculums may not be covered.
- No structure.
- Cost and staffing for the Association to monitor trainees, salons, instructors.
- Cost to Members.
- Cost to employer to hire trainee.
- Time requirements and costs for trainer.
- Cost for trainee kits, books.
 - ✓ No funding available.
- No available student funding (student loans) or grants.
- The affect on cosmetology colleges.
 - ✓ The cost to open and maintain a regulated cosmetology college is extremely expensive.

Facts

- Past experience (junior licence).
 - ✓ Junior cosmetologists training on the job were used to cleaning, answering phones, serving coffee/tea, washing laundry, and there were many complaints of not being mentored. Experience was that juniors did not learn from busy cosmetologists and felt “held hostage” for their hours. This is the reasoning behind the junior and general licence being removed by the Members from the Cosmetology Act in 2012.
- Reciprocity was impossible with junior and general licensing.
- Graduate numbers remain steady.
 - ✓ On average, there are between 300-400 cosmetology graduates every year, with many looking for paid work (not rent options / commission).
- In 2023 the Association had 214 applicants from out of province or country apply for licensure.

- ✓ Of those, there were 188 estheticians/specific and 72 hairdressing licenses issued.
 - To date (reported annually), there have been 150 applications received from out of province or country.
 - There are many new cosmetologists looking for work in NS.
 - Cosmetology curriculums are built by experts in the industry, updated as needed, and approved and monitored by the Government and the Cosmetology Association.
 - Cosmetology students graduate with the foundation of their trade, and from there cosmetologists continue to take professional development (like many trades and professions require), to keep up with an evolving industry.
 - Many Master Cosmetologists take professional development to keep up their skills or to specialize in a skill or maintain a Master designation.
 - There are many cosmetologists looking for paid (salary) work - not room rent or commission.
 - ✓ The industry is continually changing and evolving with new trends (professional development will always be required).
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Points to Ponder (there is a lot to consider):

- Very few salons/cosmetologists are limited to one specific skill.
- Not everyone will agree.
- There is a reason for regulation - to protect the public, salons, spas and cosmetologists.
- The public must remain safe.
- Will equivalent training be done in all salons?
- Will students gain a solid foundation for cosmetology being trained in different salons?
- Will trainees lose the foundational theory/skills and only be taught what the individual teaching them knows or prefers?
- Will salon owners (busy cosmetologists) have the skills and time to be instructors?
- What will the time and financial impact be for salon and spa owners to train new cosmetologists from the ground up?
- Who will train?
- Can salon/spa owners afford to pay a trainee?
- Can salons offer specialized training to support staff and still maintain salon needs while training?
- Will Cosmetology schools suffer?
- How far will the industry be broken down?
- How will this affect the industry?
- The industry is continually adding new trends; will a new licence be added every time a new trend evolves (all cosmetology skill areas can be considered specialized, like facials, body scrubs, perming, nail clipping, etc.)
- What are instructor requirements? Will trainers meet the requirements?

- Consider hiring those currently licensed in NS and those from outside NS looking for work in NS.
- Consider hiring less experienced individuals and offer professional development and success.
- Will new cosmetologists be used for phones, cleaning etc., while mentors are busy with their clients? Do mentors have the time to teach from the ground up?
- Trainees will be required to purchase kits, books etc. Requirements will be the same for everyone.
- How will the trainee be monitored?
- Will there be added instructor requirements?
- Will paperwork be required for mentors and applicants?
- Will salon insurance change when instructing/teaching takes place at the salon?

There is still a lot of work to do and many factors to consider when considering the above.

Proposed OJT would include the following:

- Registration requirements with the Association (for trainee, salon, instructor).
- The trainee would be paid hourly (while training) in a registered salon, to fulfill a direct job placement.
- Training will take place only in a registered salon, under the direct supervision of a licensed Master Cosmetologist Instructor (with the skill set required.)
- A logbook to be completed during training.
- Trainee is required to complete the Cosmetology Association training requirement outline and hours within a said amount of time.
- Training - Infection control, practical skills and theory.
- Trainees are required to successfully complete the examinations within one year of finishing their training or within a longer time deemed appropriate by the Association.

In closing:

Nova Scotia is considered a leader in this industry. The Association is often contacted for assistance in helping other provinces wanting regulation.

We encourage you to call if you have any questions, and we hope you will take the time to attend the AGM on October 20, 2024. Contact (902)468-6477, ext. 205 or 203.

You have the privilege of self-regulation and voting on what your industry changes will or will not be is important. Be a part of keeping your industry professional and at the forefront!

We hope to see you there.

Board of Directors
Cosmetology Association of Nova Scotia