



Oregon

Kate Brown, Governor

Higher Education Coordinating Commission

Office of Private Postsecondary Education

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TO: ALL COSMETOLOGY SCHOOLS

DATE: April 25, 2018

FROM: Karyn Chambers, Education Program Specialist, Office of Private Postsecondary Education, Oregon Higher Education Coordinating Commission (karyn.chambers@state.or.us)

RE: IMPORTANT Cosmetology Curriculum Updates & Next Steps for Implementation

THANK YOU & WORK TO DATE

First, we want to sincerely thank all who have participated in the 5 months of workshops to help determine recommendations for new minimum standards and requirements for Barbering, Nail Technology, Basic Esthetics and Hair Design. A tremendous amount of thought, time and work went in to determining exactly what skills students need to demonstrate, how frequently and how long each service should take students. This resulted in programs that look different in terms of hours and some content. A sound methodology looking at what students need to know, what and how many practical operations should be completed and how long those should take was used and that information came from you, the schools. In addition we compared our work with the approved texts and also looked at the overall hours required by other states. Setting aside any preconceived ideas of what a program must look like, we let the requirements and expectations of what a student needs to be successful working in the field inform what these programs should look like and the length.

Attached for your reference are the draft recommendations presented to the PCS Advisory Committee on March 8, 2018. The charts summarize the current minimum requirements and your recommendation in each field. It does not contain the various iterations and comparisons distributed and used during our last all-fields workgroup on March 5; rather, it is a comparison of the resulting recommendations and current minimum requirements.

LEGISLATIVE REQUIREMENT FOR JULY 1, 2018

The curriculum review we have embarked on, came out of a necessity to update curriculum (not reviewed since 2007) and align with current industry standards/expectations and state licensing exams, which have already been updated. It was also prompted by a legislative requirement that minimum hours and standards be removed from statute and placed in rule by July 1, 2018.

Throughout this process, schools have raised issues, questions and concerns about how implementation of program changes would occur at the school level. We recognize there are a number of steps and requirements related to accreditors, federal financial aid, current students, program re-design, to name a few. Let us make this clear: AN IMPLEMENTATION DATE FOR SCHOOLS HAS **NOT** BEEN DETERMINED.

Hearing your concerns, we've been looking at how we could best meet the letter of the law and still give the opportunity to gather additional information on implementing the recommended changes. We looked at several options and determined that the HECC can meet the legislative July 1, 2018 requirement by leaving the current minimum hours and standards until an implementation timeframe for schools is established. The legislative requirement is for minimum standards to be in rule – which they already are. Current minimums are also in statute until July 1, 2018, at which time the specific minimums will be removed from statute.

The HECC did not make this decision without a great deal of thought and consideration. Would it be preferable to put the recommendations - the changes, the new minimum requirements - into rule to meet the July 1 deadline? Yes. However, without the implementation schedule for schools determined, we would have to go through the rules process again to include a time frame other than July 1. There can be significant benefit to students (and schools) if they can complete a program under the new hours. However, in establishing an implementation date we want to ensure that schools have the opportunity to fully discuss any issues or barriers to implementation and that an implementation date that is both reasonable and obtainable for schools is established.

We cannot stress enough that Schools need not and should not wait in planning and preparing now for the new minimum requirements. We do not anticipate changes to the minimum hours and operations recommended by the workgroups. So while the date for implementation has not yet been set, please begin looking at programs, schedules, fee changes, etc. You have the information you need to begin planning for these changes now. This will help you to smoothly transition to the new requirements as quickly as possible once the implement by date is set.

NEXT STEPS

1. Q & A DOCUMENT

Many of you have had questions and we are working to provide a Question & Answer document so that everyone will have the same information and those who have the same question can obtain the answer easily from the Q & A document. While we are compiling the questions we currently have, we encourage you to email additional questions to me at karyn.chambers@state.or.us. PLEASE try to include in the subject line: **Cos Question**. This will help me to easily identify these questions in what seems to be a bottomless inbox!

2. MAY 16, 2018 WORKGROUP MEETING

One additional workgroup meeting has been scheduled for Wednesday, May 16, 2018. The purpose will be to discuss the implementation of the new minimum requirements. This will be an opportunity to discuss the implementation date and potential issues schools may face. It will be an excellent time for school to school help and input to address these issues. All cosmetology schools will be going through the same thing. This is an opportunity to come together and learn from and assist each other. It is also important to realize that cosmetology

schools are not the only schools to have undergone changes to minimum requirements. As concerning and difficult as it may appear, you are not alone and it can be done!

The meeting is currently scheduled in Salem, at the HECC, on Wednesday, May 16th. An email with more details (including the time) will follow soon.

We anticipate updating the rules with the new minimum requirements and an “implement by” date by September or November. That does not mean schools must implement by September or November – the implement by date will be stated in the rule. This timeframe is fluid and could change but this is our estimate right now.

SUMMARY

*Current minimum requirements remain in effect. No change on July 1, 2018,

*HECC is compiling a Question & Answer document that will be sent to all schools and posted to our webpage. Please send additional questions to me as soon as possible. Mark the email subject as “COS Question.”

*A workgroup meeting is scheduled for May, 16, 2018 at the HECC (time TBD), to discuss the implementation schedule and school concerns. Mark your calendars! A separate email will follow with specific details.

*Schools should start looking at, preparing and planning for program changes that will need to be made. There is no need to wait to start planning how you are going to transition to the new minimum requirements.

We appreciate the hard work and investment you all have made in making Oregon’s cosmetology programs some of the most industry relevant and student focused in the nation. Together we have used a sound methodology to determine the training and experiences a cosmetology professional needs to be successful. We know where our recommended minimums came from and can support those numbers with facts and data. This is very exciting work and something in which you all should be proud!