

2021 SENATE INDUSTRY, BUSINESS AND LABOR

SB 2092

2021 SENATE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Fort Union Room, State Capitol

SB 2092
1/13/2021

Relating to master esthetician and master manicurist licensure, homebound licensure, and student practice; and to provide a penalty

Chair Klein opened the hearing at 9:14 a.m. All members were present. Senators: Klein, Larsen, Burckhard, Kreun, Marcellais, Vedaa.

Discussion Topics:

- Blow drying services
- Curling iron services
- Unlicensed wedding hairdressers

Maureen Wanner, President of the State Board of Cosmetology [9:14] introduced the Bill and testified in favor and submitted testimony #702.

Abigail Christiansen, Americans for Prosperity ND [9:27] testified in opposition of the Bill and submitted testimony #689.

Chair Klein closed the hearing at 9:40 a.m.

Gail Stanek, Committee Clerk

Mr. Chairman, Senator Larsen, and Committee members,
I am Maureen Wanner, President of the State Board of Cosmetology.

Today I am introducing Sente Bill 2092 and I am submitting an amendment to that bill.

We, the State Board of Cosmetology, tiredly went through our laws word by word. Our goal was to clean up outdated language and definitions, add in definitions that are needed, create consistency in repeated language, and clarify the grey areas.

We want our laws to be better understood by our industry's professionals and future professionals. And, for those coming into our state from other states and especially other countries.

We wanted to better outline what our industry's professionals could do within the scope of their license.

Page 6. Line 10-14 and Page 14. Line 15-18

Our amendment includes "nurse practitioner" into the bill where we are also adding in "physician assistant".

Page 8. Line 16

In 43-11-16 letter b, we are seeking to lower the minimum requirement of training and instruction in cosmetology to fifteen hundred hours from eighteen hundred hours so our future professionals can get into the field sooner, making money sooner. This is a minimum requirement. Schools can maintain any number of hours above the minimum requirement.

Our states boarder is lined with Mn at 1550 hours, SD at 1500 hours and MT at 1500 hours. New cosmetologists on the east side of our state are having trouble getting started in our state due to lack of school hours and the lack of work experience. We are aware that some students go to school in other states and then come back here or because of life end up in ND. We want to accommodate as many as we can without harm to the public. This does not say that schools could not have advanced classes for those students wanting to gain more education before entering the work force. And remaining is the 1000 hours (page 14, line 10 & 11) our licensed professionals will need to obtain their master license. This 1000 hour is for their employers to work with them, mentor them and train licensees to work on their own with confidence.

Page 12. Lines 21-24

We did not want to hold up students from retaking their test if failed twice or more. We want them to be able to retake without attending more schooling. Nerves and language barriers are sometimes their problem more so than needing more schooling.

Page 13. Lines 28-31 and page 14. Lines 1-3

We want individuals coming from foreign lands to know that their credits, qualifications, and work experiences are important to us.

Page 14. Lines 6-18

43-11-26 we are clarifying how a master license can be obtained.

Page 17. Lines 23-31 and page 18. Lines 1-19

43-11-29 is a big section we redid for better clarification on license renewal. We also create leniency to licensees who, for whatever life reason, have missed renewing their license. Instead retesting after

missing the renewal date two years in a row, its up to five years. The testing is of course because laws and rules change and its information they need to know.

As you can see, there are changes, clean up and clarifications.

Thank you for your time.

Submitted by Maureen Wanner, President, State Board of Cosmetology

Amendments to SB 2092

Page 6. Line 10-14

Skin care provided by a licensed cosmetologist or esthetician outside of a licensed salon if the services are being provided under the supervision, control, and responsibility of a physician or physician assistant practicing within the scope of the physician's or physician assistant's license under chapter 43-17, or a nurse practitioner or nurse practicing within the scope of the nurse's license under chapter 43-12.1.

Page 14. Line 15-18

Cosmetologists and estheticians may obtain a master license under the direction, control, and responsibility of a physician or physician assistant practicing within the scope of licensure under chapter 43 - 17 or a nurse practitioner or a nurse practicing within the scope of the nurse's license under chapter 43 - 12.1.



Good morning Mr. Chairman, members of the committee,

My name is Abigail Christiansen with Americans for Prosperity North Dakota. I'm here today to offer amendments to SB 2092 regarding the licensing and regulation of beauty related care. Here are the offered amendments to the current bill; to summarize this is what the amendments will provide:

Exempt niche beauty services, including blow dry services, eyelash extension application, and make up application from the cosmetology and esthetician license.

- Amending the bill to add definitions of blow dry services, eyelash extension application, and makeup application in section 1.
- Amends the bill to create distinctions between these services and the broader cosmetology licenses so that they are exempt from licensure requirements in section 1. (which would be in addition to North Dakotas approach to hair braiding and threading exemption that was determined last session.)

Allows for out of state estheticians and manicurists to get a ND esthetician or manicurist license, respectively, if they are able to demonstrate experience, like cosmetology.

- No longer strike through estheticians and manicurists from the second reciprocity option under section 18.

The purpose of the stated amendments is aimed at lessening the regulatory burden on low-risk activities within the beauty space. As many of us in this room know, small-town North Dakota depends on small businesses and entrepreneurship. As it stands, I cannot, in Milnor, ND, hire my best friend's sister to curl my hair for my wedding in the barn, unless she has a cosmetology degree-- even though we've been able to purchase and use curling iron since junior high.

These amendments brought forth are only allowing for non-chemical, every-day processes that women are doing daily for themselves. It's a direct burden on small town businesses, most of which are owned by women. Neighboring states like Minnesota have passed similar language in 2019-2020 (SF 2898), North Dakota must be friendly to small businesses to continue to attract the best and brightest to our state.



**AMERICANS FOR
PROSPERITY**
NORTH DAKOTA

Suggested Changes to Senate Bill NO. 2092

p. 1, line 15, insert the following definition to read as follows: “1. “Blow-dry services” means the practice of shampooing, conditioning, drying, arranging, curling, straightening or styling hair using only mechanical devices, hair sprays and topical agents, such as balms, oils and serums. It also includes the use and styling of hair extensions, hair pieces and wigs. It does not include cutting hair or the application of dyes, bleach, reactive chemicals, keratin treatments or other preparations to color or alter the structure of hair. It is distinct from the practice of cosmetology.”

p. 2, delete lines 11-12, and insert: “(3) manipulation and application of product, dyes or chemicals to eyebrows to design, treat, tint or lighten eyebrows.”

p. 2, line 16, after natural hair braiding insert: “, makeup application, eyelash extension application, blow dry services.” to read as follows: “The term does not include hair braiding, makeup application, eyelash extension application, blow dry services, or threading.”

p. 2, delete lines 23-24, and insert the following: “5. Esthetics” means manipulation and application of product, dyes or chemicals to eyelashes and eyebrows to design, treat, tint and lighten eyebrows and skin care. The term does not include makeup application, eyelash extension application, or threading.

p. 2, line 26, insert the following definition to read as follows: “7. “Eyelash extension application” means the application, removal, and trimming of threadlike natural or synthetic fibers to an eyelash and includes the cleansing of the eye area and lashes. Eyelash extensions do not include color agents, straightening agents, permanent wave solutions, bleaching agents, or any other cosmetology service. It is distinct from the practices of esthetics and cosmetology.”

p. 3, line 13, insert the following definition to read as follows: “11. “Makeup application” means the application of a cosmetic to enhance the appearance of the face or skin, including powder, foundation, rouge, eyeshadow, eyeliner, mascara, and lipstick. Makeup services includes the application of makeup applied using an airbrush. Makeup services does not include the application of permanent makeup or tattooing. It is distinct from the practices of cosmetology and esthetics.”

p. 4, line 26, strikethrough “cosmetic preparations”, and on p. 4, line 30, insert: “, makeup application.” before or threading to read as follows: “means the use of ~~cosmetic preparations~~, antiseptics, tonics, lotion creams, or otherwise, massaging, cleansing, stimulating, manipulating, performing noninvasive hair removal, including waxing and tweezing, beautifying, or similar noninvasive care and work on the body of any ~~person~~individual. The term does not include invasive care, makeup application or threading.”

p. 13, lines 10 through 12, remove strikethrough to read as follows: “The applicant is licensed in good standing in any other state, territory, or jurisdiction of the United States to practice cosmetology, manicuring, or esthetics;”

2021 SENATE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Fort Union Room, State Capitol

SB 2092
1/27/2021

relating to master esthetician and master manicurist licensure

Chair Klein called the meeting to order at 2:00 p.m. All members were present. Senators Klein, Larsen, Burckhard, Vedaa, Kreun, and Marcellais.

Discussion Topics:

- Instructor licenses for cosmetologists
- Nurse practitioners

Senator Vedaa moved to adopt the proposed amendment 21.8081.01001 [14:02].

Senator Marcellais seconded the motion [14:02].
[14:06]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	Y
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	Y

Motion passed: 6-0-0

Senator Vedaa moved a DO PASS AS AMENDED [14:06].

Senator Marcellais seconded the motion [14:07].
[14:07]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	Y
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	Y

Motion passed: 6-0-0

Senator Marcellais will carry the bill [14:07].

Chair Klein closed the meeting at 2:07 p.m.

Isabella Grotberg, Committee Clerk

January 27, 2021

SL
1/27

PROPOSED AMENDMENTS TO SENATE BILL NO. 2092

Page 1, line 1, after "enact" insert "section 43-11-16.1 and"

Page 1, line 2, after the first "to" insert "internships and apprenticeship programs and"

Page 9, after line 20, insert:

"SECTION 10. Section 43-11-16.1 of the North Dakota Century Code is created and enacted as follows:

43-11-16.1. Internship and apprenticeship programs.

The board may establish internship and apprenticeship programs with a school of cosmetology. The board may adopt rules related to the licensure and discipline of interns and apprentices practicing under a program established under this section."

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2092: Industry, Business and Labor Committee (Sen. Klein, Chairman) recommends **AMENDMENTS AS FOLLOWS** and when so amended, recommends **DO PASS** (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2092 was placed on the Sixth order on the calendar.

Page 1, line 1, after "enact" insert "section 43-11-16.1 and"

Page 1, line 2, after the first "to" insert "internships and apprenticeship programs and"

Page 9, after line 20, insert:

"SECTION 10. Section 43-11-16.1 of the North Dakota Century Code is created and enacted as follows:

43-11-16.1. Internship and apprenticeship programs.

The board may establish internship and apprenticeship programs with a school of cosmetology. The board may adopt rules related to the licensure and discipline of interns and apprentices practicing under a program established under this section."

Renumber accordingly

2021 SENATE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Fort Union Room, State Capitol

SB 2092
2/3/2021

relating to master esthetician and master manicurist licensure

2:36 PM

Chair Klein opened the hearing at 2:36 p.m. All members were present. Senators Klein, Larsen, Burckhard, Vedaa, Kreun, and Marcellais.

Discussion Topics:

- Mistake made on bill

Senator Vedaa moved to reconsider the bill [14:37].

Senator Marcellais seconded the motion [14:36].

Voice vote: motion passed 6-0-0 [14:36].

Senator Vedaa moved to adopt Amendment 21.8081.01002 [14:37].

Senator Marcellais seconded the motion [14:37].

[14:37]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	Y
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	Y

Motion passed: 6-0-0

Senator Vedaa moved a DO PASS AS AMENDED [14:37].

Senator Marcellais seconded the motion [14:38].

[14:38]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	Y
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	Y

Motion passed: 6-0-0

Senator Marcellais will carry the bill [14:38].

Chair Klein ended the hearing at 2:38 p.m.

Isabella Grotberg, Committee Clerk

February 2, 2021

SR
213

PROPOSED AMENDMENTS TO SENATE BILL NO. 2092

Page 1, line 1, after "enact" insert "section 43-11-16.1 and"

Page 1, line 2, after the first "to" insert "internships and apprenticeship programs and"

Page 9, after line 20, insert:

"SECTION 10. Section 43-11-16.1 of the North Dakota Century Code is created and enacted as follows:

43-11-16.1. Internships and apprenticeship programs.

The board may establish internships with the schools of cosmetology and may establish apprenticeship programs. The board may adopt rules related to the licensure and discipline of interns and apprentices practicing in programs established under this section."

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2092, as engrossed: Industry, Business and Labor Committee (Sen. Klein, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed SB 2092 was placed on the Sixth order on the calendar.

Page 1, line 1, after "enact" insert "section 43-11-16.1 and"

Page 1, line 2, after the first "to" insert "internships and apprenticeship programs and"

Page 9, after line 20, insert:

"SECTION 10. Section 43-11-16.1 of the North Dakota Century Code is created and enacted as follows:

43-11-16.1. Internships and apprenticeship programs.

The board may establish internships with the schools of cosmetology and may establish apprenticeship programs. The board may adopt rules related to the licensure and discipline of interns and apprentices practicing in programs established under this section."

Re-number accordingly

2021 SENATE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Fort Union Room, State Capitol

SB 2092
2/9/2021

relating to master esthetician and master manicurist licensure

Chair Klein opened the meeting at 10:11 a.m. All members were present. Senators Klein, Larsen, Burckhard, Vedaa, Kreun, and Marcellais.

Discussion Topics:

- Incorrect amendment

Senator Burckhard moved to reconsider committee action [10:12].

Senator Vedaa seconded the motion [10:12].

Voice Vote: motion passed [10:12].

Senator Burckhard moved to adopt Amendment 21.8081.02002 [10:13].

Senator Larsen seconded the motion [10:13].

[10:13]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	Y
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	Y

Motion passed: 6-0-0

Senator Burckhard moved a DO PASS AS AMENDED [10:13].

Senator Larsen seconded the motion [10:13].

[10:13]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	Y
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	Y

Motion passed : 6-0-0

Senator Marcellais will carry the bill [10:13].

Chair Klein ended the meeting at 10:14 a.m.

Isabella Grotberg, Committee Clerk

February 8, 2021

SK
2/8

PROPOSED AMENDMENTS TO ENGROSSED SENATE BILL NO. 2092

Page 9, line 26, replace "**Internship**" with "**Internships**"

Page 9, line 26, replace "**program**" with "**programs**"

Page 9, line 27, replace "internship and apprenticeship programs with a school" with
"internships with the schools"

Page 9, line 28, after "cosmetology" insert "and may establish apprenticeship programs"

Page 9, line 29, replace "under a program" with "in programs"

Renumber accordingly

REPORT OF STANDING COMMITTEE

SB 2092, as engrossed: Industry, Business and Labor Committee (Sen. Klein, Chairman) recommends AMENDMENTS AS FOLLOWS and when so amended, recommends DO PASS (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). Engrossed SB 2092 was placed on the Sixth order on the calendar.

Page 9, line 26, replace "Internship" with "Internships"

Page 9, line 26, replace "program" with "programs"

Page 9, line 27, replace "internship and apprenticeship programs with a school" with "internships with the schools"

Page 9, line 28, after "cosmetology" insert "and may establish apprenticeship programs"

Page 9, line 29, replace "under a program" with "in programs"

Renumber accordingly

2021 HOUSE INDUSTRY, BUSINESS AND LABOR

SB 2092

2021 HOUSE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee
Room JW327C, State Capitol

SB 2092
3/15/2021

Master esthetician & master manicurist licensure, homebound licensure & student practice.

(2:30) Vice Chairman Keiser called the hearing to order.

Representatives	Attendance	Representatives	Attendance
Chairman Lefor	P	Rep Ostlie	P
Vice Chairman Keiser	P	Rep D Ruby	P
Rep Hagert	P	Rep Schauer	P
Rep Kasper	P	Rep Stemen	P
Rep Louser	P	Rep Thomas	P
Rep Nehring	P	Rep Adams	P
Rep O'Brien	P	Rep P Anderson	P

Discussion Topics:

- Beauty industry
- Certifying hours

Maureen Wanner-President-State Board of Cosmetology. Attachment #9283.

Jill Krahn~Owner of Salon Professional Education Company. Attachment #8887.

Vice Chairman Keiser closed the hearing.

Rep P Anderson moved a Do Pass.

Rep Schauer second.

Representatives	Vote
Chairman Lefor	Y
Vice Chairman Keiser	Y
Rep Hagert	N
Rep Jim Kasper	N
Rep Scott Louser	Y
Rep Nehring	Y
Rep O'Brien	Y
Rep Ostlie	N
Rep Ruby	Y
Rep Schauer	Y
Rep Stemen	N
Rep Thomas	Y
Rep Adams	Y
Rep P Anderson	Y

Vote roll call taken Motion carried 10-4-0 & Rep P Anderson is the carrier.

(3:00) End time.

Ellen LeTang, Committee Clerk

REPORT OF STANDING COMMITTEE

SB 2092, as reengrossed: Industry, Business and Labor Committee (Rep. Lefor, Chairman) recommends **DO PASS** (10 YEAS, 4 NAYS, 0 ABSENT AND NOT VOTING). Reengrossed SB 2092 was placed on the Fourteenth order on the calendar.

Mr. Chairman and Committee members,
I was raised in Spiritwood/Jamestown until 1985 (Go Blue Jays) but graduated from Dickinson High in 1986 (Go Midgets).

I am the President of the State Board of Cosmetology. We, as a board, serve: 1942 Salons and/or renter, 6926 Cosmetologist, 535 Estheticians, 789 Manicurist, 85 Instructors, 4 schools (2 in Fargo, 1 in Grand Forks, 1 in Bismarck) with a 5th opening soon in Williston, along with 233 students.

The instructors need to complete 8 hours of continuing education per year. There is no continuing education required for our other licensees.

Our mission is to ensure the health and safety of North Dakota consumers by promoting ethical standards and by enforcing the laws of the beauty industry. It is the duty of the board to protect the public health, welfare, and safety through the prevention of the creating and the spreading of infectious and contagious diseases.

Today I introduce to you, SB 2092 as passed in the Senate. We, the State Board of Cosmetology, tirelessly went through our laws word by word. Our goal was to clean up outdated language and definitions, add in definitions that are needed, create consistency in repeated language, and clarify the grey areas. We want our laws to be better understood by our industry's professionals and future professionals. And, for those coming into our state from other states and especially other countries. And we also wanted to better outline what our industry's professionals could do within the scope of their license.

Page 8. Line 20.

We are seeking to lower the minimum requirement of training and instruction in cosmetology to fifteen hundred hours from eighteen hundred hours so our future licensees can get into the field sooner, making money sooner. This would be a minimum requirement of hours. We boarder with Mn at 1550 hours, SD at 1500 hours and MT at 1500 hours. According to National Interstate Council of State Boards, the national average is 1600 hours.

New cosmetologists from Mn are having trouble getting started in our state due to lack of school hours and the lack of work experience. We are aware that some students go to school in other states and then come back here or because of life end up in ND. We want to accommodate licensees and future licensees without harm to the public. This does not say that schools could not have advanced classes for those students wanting to gain more education before entering the work force.

Page 12. Lines 29-30. Page 13. Lines 1-2.

We did not want to hold up students from retaking their test if failed twice or more. We want them to be able to retake without attending more schooling. Nerves and language barriers are sometimes their problem more so than needing more schooling.

Page 14. Lines 8-14.

We want individuals coming from foreign lands to know that their credits, qualifications, and work experiences are important to us.

Page 14. Lines 19-29.

We are clarifying how a master license can be obtained.

Page 18. Lines 8-31. Page 19. Lines 1-4.

This is a big section we redid for better clarification on license renewal. We also create leniency to licensees who, for whatever life reason, have missed renewing their license. Instead retesting after missing the renewal date two years in a row, it is up to four years. The testing is of course because laws and rules change and its information they need to know. After five years, a licensee with a lapsed license will need to reapply under the requirements of a initial licensure.

As you can see, there are changes, clean up and clarifications. We ask that you pass as presented.

Also enclosed HB 1426. I want you to know that there is a bill in the Senate also on the topic of cosmetology.

Thank you for your time.

Submitted by Maureen Wanner,
President, State Board of Cosmetology

8887

Dear Chairman, Senators, and Committee Members,

My name is Jill Krahn. I am an owner of Salon Professional Education Company, a franchisor of L'Oréal and Redken partnered beauty schools across the country. I also am also a salon owner and a school owner in Fargo ND. I am a member of the AACSB state's relations committee, which gives me the opportunity to see what is happening in the beauty school industry. I am a committee member for Beauty Changes Lives.

To address the bills: SB 2092

The letter you are seeking to lower the minimum requirement of training an instruction in cosmetology programs to 1,500 hours from 1,800 hours. You have referenced that your goal is to get the students out of school so they can make money faster. It has been proven that salons do not have the curriculum or the training to onboard a new hire to the degree needed for them to be successful in this business. In fact, what has historically happened is that graduates in other states with shorter programs are often used as "shampoo people" and cleaners to sweep up after a busy stylist – for a year or two at minimum wage. Many of these new hires quit the industry due to the lack of training provided by the salon. Salon margins are modest, so it makes it very hard to find the training budget that is needed if a student is not properly trained at the school they attended. At our schools, we offer business training and personal development so that the student is properly prepared to work with guests in a professional manner. If you reduce the hours available to properly train, you will see the need for certain essential training fall back on to the salon owner, which does not work well in other states. We teach and strongly believe the **more you learn, the more you will earn and the better you will live**. This is an amazing industry that can get students to start earning \$40,000 in their first year, which is a great return on a modest 1800-hour investment, and very low student debt. I implore you NOT to change what is working for North Dakota students and salon owners. I would like the opportunity to Amend this bill. I vote do not change what is NOT broken and proven to be doing very well. If you cut the hours you will see more people that graduate and drop out of the industry due to not trained to handle the career. This Career Choice requires a lot of training with technical skills, personal development skills and business skills on how to run your business behind the chair and to be a tax paying cosmetologist and not working in the unregulated arena's that are not paying the taxes on cash collected. This is a Proven statistic with PBA economic snapshot.

Primary Request: As Congress prepares to introduce new legislation seeking to reauthorize the Higher Education Act of 1965, as amended (HEA), the members of the American Association of Cosmetology Schools requests that you support the inclusion of the beauty and wellness education communities' Legislative Priorities in the Education Committee's initial draft legislation.

The basis for our request on behalf of the beauty and wellness education community include the fact that our community —

- Is a growing sector of our nation's skilled workforce, a sector which is considerably outpacing job growth in other vocational occupations.
- Possesses characteristics which make us unique, even amongst our peers within the proprietary sector of higher education; and
- Seeks the opportunity to fully engage in the development of revisions and reforms to higher education policy which are equitable and beneficial to students, institutions, and taxpayers.

Bureau of Labor Statistics Data the U.S. Department of Labor's Bureau of Labor Statistics estimates that the employment of —

- 1) Barbers, hairstylists, and cosmetologists are projected to grow 13 percent from 2016 to 2026—faster than the average for all occupations and almost double the national average for all occupations of 7 percent.
- 2) Massage therapists are projected to grow 26 percent from 2016 to 2026—much faster than the average for all occupations and more than 3.7 times the national average for all occupations; and
- 3) Skincare specialists (estheticians) are projected to grow 14 percent from 2016 to 2026— faster than average for all occupations and double the national average for all occupations of 7 percent.

We Are Growing Salon Leaders One Student At A Time.

Submitted by Jill Krahn

North Dakota Salon and School Owner and National Beauty School Franchise Franchisor for L'Oréal and Redken