ARC 0752D

INSPECTIONS, APPEALS, AND LICENSING DEPARTMENT[481]

Notice of Intended Action

Proposing rulemaking related to licensure and providing an opportunity for public comment

The Board of Barbering and Cosmetology Arts and Sciences hereby proposes to amend Chapter 940, "Licensure of Barbers and Cosmetologists, Electrologists, Estheticians, Nail Technologists, and Instructors of Barbering and Cosmetology Arts and Sciences," and Chapter 941, "Licensure of Establishments and Schools of Barbering and Cosmetology Arts and Sciences"; to adopt a new Chapter 942, "Establishment Training Program"; and to amend Chapter 943, "Infection Control for Establishments and Schools of Barbering and Cosmetology Arts and Sciences," and Chapter 945, "Discipline for Barbering and Cosmetology Arts and Sciences Licensees, Instructors, Establishments, and Schools," Iowa Administrative Code.

Legal Authority for Rulemaking

This rulemaking is proposed under the authority provided in Iowa Code chapters 17A, 157 and 272C.

State or Federal Law Implemented

This rulemaking implements, in whole or in part, Iowa Code chapters 157 and 272C and 2025 Iowa Acts, House File 711.

Purpose and Summary

This proposed rulemaking amends the rules promulgated by the Board to implement 2025 Iowa Acts, House File 711. This rulemaking allows for a combined course of study to be offered by barber and cosmetology arts and sciences schools, allows instructors to receive compensation for services while not teaching students, and implements the establishment training program.

Regulatory Analysis

A Regulatory Analysis for this rulemaking was published in the Iowa Administrative Bulletin on October 15, 2025. A public hearing was held on the following date(s):

- November 4, 2025

Fiscal Impact

This rulemaking has no fiscal impact to the State of Iowa.

Jobs Impact

After analysis and review of this rulemaking, no impact on jobs has been found.

Waivers

Any person who believes that the application of the discretionary provisions of this rulemaking would result in hardship or injustice to that person may petition the Board for a waiver of the discretionary provisions, if any, pursuant to 7—Chapter 2504.

Public Comment

Any interested person may submit written comments concerning this proposed rulemaking, which must be received by the Board no later than 4:30 p.m. on February 10, 2026. Comments should be directed to:

Jeremy Anzevino
Department of Inspections, Appeals, and Licensing

6200 Park Avenue, Suite 100
Des Moines, Iowa 50321
Email: jeremy.anzevino@dia.iowa.gov

Public Hearing

No public hearing is scheduled at this time. As provided in Iowa Code section 17A.4(1)"b," an oral presentation regarding this rulemaking may be demanded by 25 interested persons, a governmental subdivision, the Administrative Rules Review Committee, an agency, or an association having 25 or more members.

Review by Administrative Rules Review Committee

The Administrative Rules Review Committee, a bipartisan legislative committee which oversees rulemaking by executive branch agencies, may, on its own motion or on written request by any individual or group, review this rulemaking at its regular monthly meeting or at a special meeting. The Committee's meetings are open to the public, and interested persons may be heard as provided in Iowa Code section 17A.8(6).

The following rulemaking action is proposed:

ITEM 1. Amend subparagraph **940.2(1)"c"(3)** as follows:

(3) If the applicant has graduated from an apprenticeship program, the applicant must direct the Iowa office of apprenticeship registered apprenticeship program sponsor to submit a certificate of completion.

ITEM 2. Amend subparagraph **940.5(2)"b"(2)** as follows:

(2) Obtain from the program a certification of training that contains the following information:

1. Date, location, and course title;
2. Number of contact hours;
3. Name of the manufacturer, including the contact information or name and license number of the school that provided the training;
~~3.~~ 4. Specific identifying description of the microdermabrasion machine covered by the course; and
~~4.~~ 5. Evidence that the training program includes a safety training component that provides a thorough understanding of the procedures to be performed. The training program shall address fundamentals of potential hazards, management and employee responsibilities relating to control measures, and regulatory requirements.

ITEM 3. Amend subparagraph **940.5(3)"c"(2)** as follows:

(2) Obtain from the program a certification of training that contains the following information:

1. Date, location, and course title;
2. Number of contact hours;
3. Name of the product manufacturer, including the contact information or name and license number of the school that provided the training;
~~3.~~ 4. Specific identifying description of the chemical peel process and products covered by the course; and
~~4.~~ 5. Evidence that the training program includes a safety training component that provides a thorough understanding of the procedures to be performed. The training program shall address fundamentals of potential hazards, management and employee responsibilities relating to control measures, and regulatory requirements.

ITEM 4. Amend subrule 940.6(4) as follows:

940.6(4) Persons licensed under this chapter or participating in an establishment training program who provide hair removal, manicuring and nail technology services shall not administer any procedure in which human tissue is cut, shaped, vaporized, or otherwise structurally altered, except for the use of a cuticle nipper.

ITEM 5. Adopt the following **new** implementation sentence in rule **481—940.6(157)**:

This rule is intended to implement Iowa Code section 157.2(3).

ITEM 6. Adopt the following **new** paragraph **941.14(1)"e"**:

e. Esthetics and nail technology combined curriculum. Supervised practical instruction, theory and demonstrations must include core life sciences hours and all practices within the scope of Iowa Code section 157.1(13) and 157.1(25).

Core life sciences	150 hours
Esthetics theory	115 hours
Nail technology theory	50 hours
Applied practical esthetics instruction	335 hours
Applied practical nail technology instruction	125 hours
Total course of study	775 hours (26 semester credit hours)

ITEM 7. Adopt the following **new** implementation sentence in rule **481—941.14(157)**:

This rule is intended to implement Iowa Code section 157.10(1)*"d."*

ITEM 8. Amend subrule 941.15(4) as follows:

941.15(4) An instructor shall:

a. Be responsible for and in direct charge of all physical and virtual core and theory classrooms and practical classrooms and clinics at all times; and

b. Familiarize students with the different standard supplies and equipment used in establishments~~; and~~.

~~*c.* Not perform barbering and cosmetology arts and sciences services, with or without compensation, on the school premises except for demonstration purposes, such as continuing education classes consistent with rule 481—941.23(157).~~

ITEM 9. Adopt the following **new** implementation sentence in rule **481—941.15(157)**:

This rule is intended to implement Iowa Code section 157.8A(2).

ITEM 10. Adopt the following **new** 481—Chapter 942:

CHAPTER 942
ESTABLISHMENT TRAINING PROGRAM

481—942.1(157) Definitions.

"Supervision" means within the physical presence of a licensee who is registered to be a supervisor and the licensee is available to assist in providing services.

"Supervisor" means a licensed employee providing supervision to a trainee in the establishment training program. This individual must be a licensee of the board in the discipline for which the supervisor is training.

"Trainee" means an unlicensed employee enrolled in the establishment training program.

This rule is intended to implement Iowa Code chapter 157.

481—942.2(157) Registration. An establishment registering as an establishment training program shall comply with all facility and minimum equipment requirements, safety and infection control provisions, inspection requirements, management requirements, and establishment licensing renewal requirements. The department shall inspect an establishment participating in the program as the department deems necessary.

942.2(1) *Establishment registration.*

a. Establishment owners must register their establishment with the board and must provide:

(1) Establishment license number;

(2) Supervisor license number(s); and

(3) Course of study plan for each practice discipline offered, including adequate training on theory and clinical skills that will provide a reasonable opportunity to pass the examination.

b. The establishment, establishment owner, and the supervisor cannot be under probation or any disciplinary action by the board.

c. The establishment owner must notify the board within 30 days of:

(1) Program closure if the establishment is no longer participating in the establishment training program;

(2) Change in ownership of the establishment; or

(3) Change in supervisor.

942.2(2) *Trainee registration.* Trainees must register with the board and must provide:

a. Name and license number of the establishment where they will be training.

b. Contract with the establishment training program, including the start date, anticipated completion date, and transfer hours accepted from alternate programs/schools, in accordance with these rules.

This rule is intended to implement Iowa Code section 157.12D(1).

481—942.3(157) Employment of trainees. Establishments participating in the establishment training program may employ persons, without regard to the persons' licensure status, to provide services that would otherwise require a license under Iowa Code chapter 157.

942.3(1) Establishment owners will comply with standards set forth in the Fair Labor Standards Act as effective on [effective date of the rulemaking] when a trainee is providing services to customers except when a trainee is providing services to nonpaying customers, working on mannequins, and participating in theory instruction.

942.3(2) Services provided by a trainee must occur under the supervision of a supervisor who regularly provides those services.

a. Supervisors shall only train on services they are licensed to provide.

b. Supervisors may have more than one registered trainee, but each registered supervisor shall supervise no more than six trainees providing services to a customer at one time, and the supervisor must be available to assist in providing services.

c. Any registered supervisor can supervise any registered trainee participating in the establishment training program.

942.3(3) Trainees must receive education while participating in the establishment training program. The establishment training program shall not hold itself out as a school.

a. Trainees must complete two hours of education related to barbering and cosmetology laws and rules of the state and sanitation, as prescribed by the board, prior to offering services permitted under the establishment training program.

b. A trainee must complete at least 2,000 hours of supervised practice under an establishment training program.

c. Recommended course of study.

(1) 1,410 of the 2,000 hours must be clinical instruction.

(2) 590 of the 2,000 hours must be theory instruction. Theory must be taught based on reference materials in accordance with the board-prescribed examination.

d. Each establishment training program must have a contract between the program and the trainee that includes liability insurance and a start date and anticipated end date.

(1) The program must be completed in four years for an average of approximately ten hours per week.

(2) The program may be extended beyond four years for circumstances such as disability, incapacity, or other good cause as approved by the board.

942.3(4) Minimum equipment requirements.

a. The establishment training program must provide the trainee with a list of all equipment required to perform the services on which the supervisor is training.

b. The establishment training program must provide the theory textbook or e-book. The establishment training program may require that the textbook be returned to the establishment at the conclusion of the training program or at any point the trainee leaves the program.

942.3(5) Tuition and fees. The establishment training program and supervisor shall not accept or charge any fee or tuition to the trainee for instruction, rent, or supplies.

942.3(6) All training, education, and instruction must be adequately documented. Establishment owners have the following responsibilities:

a. Ensuring education, training, skills, and competence of persons who provide services in the owner's establishment;

b. Ensuring all supervisors are training within their scope of practice;

c. Tracking trainee hours of completion, including a differentiation between theory and clinical hours completed;

d. Maintaining records and documents pertaining to the trainee's completion of the two hours of education related to barbering and cosmetology laws and rules of the state and sanitation; and

e. Maintaining a daily record of hours. The daily record of hours must list the number of hours earned by each trainee and the nature of training received, designating all clinical experiences; must be signed or confirmed by the supervisor who provided the training; and must be signed or confirmed by the trainee.

942.3(7) All training received by the trainee must be transportable to any other establishment training program.

a. If a severance of relationship occurs between the program and the trainee, the program must sign an affidavit stating all hours completed by the trainee, to include a differentiation of hours instruction and education for clinical and theory training. The affidavit must be provided to the trainee within ten days of severance.

b. A trainee must complete a new contract with the new establishment training program to include a new start date and anticipated completion date based on formerly completed hours.

This rule is intended to implement Iowa Code section 157.12D(2).

481—942.4(157) Disclosure.

942.4(1) The establishment shall disclose in writing prior to the consumer's receipt of services from a trainee that the establishment is participating in the program and that the provider is not licensed. The disclosure shall be clearly legible and state: "This licensed establishment is registered to participate in an establishment training program. This establishment employs unlicensed providers who work under the supervision of licensed providers. The services you are receiving are from an unlicensed provider participating in this program."

942.4(2) The following are options for providing this disclosure:

a. Display the disclosure statement on all electronic booking sites, the establishment website, and all social media sites prior to the consumer's receipt of services from a trainee;

b. Display the disclosure statement on a sign at the front door of the establishment. The sign must be at least 8" × 11" in size with the disclosure statement printed and clearly legible; and

c. Display the disclosure statement on a sign or placard at the trainee's work station. The sign or placard should be at least 5" × 7" in size with the disclosure statement printed and clearly legible.

This rule is intended to implement Iowa Code section 157.12D(4).

481—942.5(157) Program completion. The trainee must provide to the board an affidavit signed by the supervisor and establishment owner of completing 2,000 hours of supervised practice to take the board-prescribed examination for licensure. The establishment must provide the affidavit to the trainee within ten days following completion of the program.

942.5(1) The trainee must take the board-prescribed examination within six months of program completion.

942.5(2) The trainee can no longer provide barbering and cosmetology arts and sciences services without a license six months after completion of the program. Any services provided during the six

months following program completion must be under the supervision of the establishment training program and supervisor.

This rule is intended to implement Iowa Code section 157.3(3).

ITEM 11. Amend rule 481—943.16(157) as follows:

481—943.16(157) Events and services provided outside of a licensed establishment.

943.16(1) Licensed barber and cosmetologists, nail ~~technicians~~ technologists, and estheticians may provide limited services at certain locations (e.g., weddings) outside of a licensed establishment. Limited services:

a. to *c.* No change.

943.16(2) Licensees may provide limited services outside of a licensed establishment as follows:

a. No change.

b. Limited services must be within the scope of practice of the licensed barber and cosmetologist, nail ~~technician~~ technologist, or esthetician.

c. and *d.* No change.

ITEM 12. Amend rule 481—945.2(157,272C) as follows:

481—945.2(157,272C) Grounds for discipline. The board may impose any of the disciplinary sanctions provided in 481—Chapter 504 when the board determines that any of the acts or offenses listed in such chapter or in Iowa Code section 147.55 or any of the following have occurred:

945.2(1) and **945.2(2)** No change.

945.2(3) Permitting an unlicensed employee or person under the licensee's or the licensed school's or establishment's control to perform activities that require a license, unless the individual is participating in the establishment training program.

945.2(4) to **945.2(6)** No change.

945.2(7) An establishment training program endangers human health.

945.2(8) An establishment training program fails to comply with the Fair Labor Standards Act as effective on [effective date of the rulemaking] when trainees are providing services to paying customers.

945.2(9) An establishment training program is unable to pass at least 50 percent of trainees out of the program.

This rule is intended to implement Iowa Code section 157.12D(6).

ITEM 13. Amend subrule 945.3(1) as follows:

945.3(1) Acts or practices by unlicensed persons that require licensure to practice barbering and cosmetology arts and sciences under Iowa Code chapter 157, unless the individual is participating in the establishment training program.

ITEM 14. Adopt the following **new** implementation sentence in rule **481—945.3(157,272C)**:

This rule is intended to implement Iowa Code sections 157.2(1)*"h"* and 157.13(1)*"d."*