



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3460

Introduced 2/18/2025, by Rep. Michael Crawford - Lisa Davis

SYNOPSIS AS INTRODUCED:

225 ILCS 410/1-4
225 ILCS 410/1-7.5
225 ILCS 410/1-14 new
225 ILCS 410/2-2 from Ch. 111, par. 1702-2
225 ILCS 410/4-1

Amends the Barber, Cosmetology, Esthetics, Hair Braiding, and Nail Technology Act of 1985. Provides that all apprentices shall be employed under an apprenticeship agreement between the sponsoring salon or shop and the apprentice that is approved by the Department of Labor. Provides requirements for the completion of an apprenticeship program, including training hours and supplemental instruction. Provides that an apprentice shall only provide licensed services under the supervision of a cosmetologist, barber, esthetician, or nail technician with an active license and for the scope of services for which the supervising licensed professional is licensed to practice. Requires apprentices to be trained in all branches of practical work and related supplemental instruction for the scope of practice for the license the apprentice seeks to obtain. Defines "apprentice". Provides that a person is qualified for a license as a barber if the person has graduated from a school of barbering or school of cosmetology approved by the Department of Financial and Professional Regulation or completed an apprenticeship under the Act (rather than only if the person has graduated from a school). Provides that the Department shall prescribe reasonable rules for the registration of apprentices.

LRB104 10369 AAS 20444 b

1 AN ACT concerning regulation.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Barber, Cosmetology, Esthetics, Hair
5 Braiding, and Nail Technology Act of 1985 is amended by
6 changing Sections 1-4, 1-7.5, 2-2, and 4-1 and by adding
7 Section 1-14 as follows:

8 (225 ILCS 410/1-4)

9 (Section scheduled to be repealed on January 1, 2026)

10 Sec. 1-4. Definitions. In this Act the following words
11 shall have the following meanings:

12 "Address of record" means the designated address recorded
13 by the Department in the applicant's application file or the
14 licensee's license file, as maintained by the Department's
15 licensure maintenance unit.

16 "Apprentice" means a person registered with the Board who
17 is participating in a apprenticeship program registered with
18 the United States Department of Labor under Section 2-3.175 of
19 the School Code to obtain a license to practice as a
20 cosmetologist, barber, esthetician, or nail technician in a
21 licensed shop or salon and who practices or assists in
22 providing services within the scope of practice for the
23 license the person seeks to obtain.

1 "Board" means the Barber, Cosmetology, Esthetics, Hair
2 Braiding, and Nail Technology Board.

3 "Department" means the Department of Financial and
4 Professional Regulation.

5 "Licensed barber" means an individual licensed by the
6 Department to practice barbering as defined in this Act and
7 whose license is in good standing.

8 "Licensed cosmetologist" means an individual licensed by
9 the Department to practice cosmetology, nail technology, hair
10 braiding, and esthetics as defined in this Act and whose
11 license is in good standing.

12 "Licensed esthetician" means an individual licensed by the
13 Department to practice esthetics as defined in this Act and
14 whose license is in good standing.

15 "Licensed nail technician" means an individual licensed by
16 the Department to practice nail technology as defined in this
17 Act and whose license is in good standing.

18 "Licensed barber teacher" means an individual licensed by
19 the Department to practice barbering as defined in this Act
20 and to provide instruction in the theory and practice of
21 barbering to students in an approved barber school.

22 "Licensed cosmetology teacher" means an individual
23 licensed by the Department to practice cosmetology, esthetics,
24 hair braiding, and nail technology as defined in this Act and
25 to provide instruction in the theory and practice of
26 cosmetology, esthetics, hair braiding, and nail technology to

1 students in an approved cosmetology, esthetics, hair braiding,
2 or nail technology school.

3 "Licensed cosmetology clinic teacher" means an individual
4 licensed by the Department to practice cosmetology, esthetics,
5 hair braiding, and nail technology as defined in this Act and
6 to provide clinical instruction in the practice of
7 cosmetology, esthetics, hair braiding, and nail technology in
8 an approved school of cosmetology, esthetics, hair braiding,
9 or nail technology.

10 "Licensed esthetics teacher" means an individual licensed
11 by the Department to practice esthetics as defined in this Act
12 and to provide instruction in the theory and practice of
13 esthetics to students in an approved cosmetology or esthetics
14 school.

15 "Licensed hair braider" means an individual licensed by
16 the Department to practice hair braiding as defined in this
17 Act and whose license is in good standing.

18 "Licensed hair braiding teacher" means an individual
19 licensed by the Department to practice hair braiding and to
20 provide instruction in the theory and practice of hair
21 braiding to students in an approved cosmetology or hair
22 braiding school.

23 "Licensed nail technology teacher" means an individual
24 licensed by the Department to practice nail technology and to
25 provide instruction in the theory and practice of nail
26 technology to students in an approved nail technology or

1 cosmetology school.

2 "Enrollment" is the date upon which the student signs an
3 enrollment agreement or student contract.

4 "Enrollment agreement" or "student contract" is any
5 agreement, instrument, or contract however named, which
6 creates or evidences an obligation binding a student to
7 purchase a course of instruction from a school.

8 "Enrollment time" means the maximum number of hours a
9 student could have attended class, whether or not the student
10 did in fact attend all those hours.

11 "Elapsed enrollment time" means the enrollment time
12 elapsed between the actual starting date and the date of the
13 student's last day of physical attendance in the school.

14 "Mobile shop or salon" means a self-contained facility
15 that may be moved, towed, or transported from one location to
16 another and in which barbering, cosmetology, esthetics, hair
17 braiding, or nail technology is practiced.

18 "Secretary" means the Secretary of the Department of
19 Financial and Professional Regulation.

20 "Threading" means any technique that results in the
21 removal of superfluous hair from the body by twisting thread
22 around unwanted hair and then pulling it from the skin; and may
23 also include the incidental trimming of eyebrow hair.

24 (Source: P.A. 98-238, eff. 1-1-14; 98-911, eff. 1-1-15;
25 99-427, eff. 8-21-15.)

1 (225 ILCS 410/1-7.5)

2 (Section scheduled to be repealed on January 1, 2026)

3 Sec. 1-7.5. Unlicensed practice; violation; civil penalty.

4 (a) Except for a person who is an apprentice, any ~~Any~~
5 person who practices, offers to practice, attempts to
6 practice, or holds himself or herself out to practice
7 barbering, cosmetology, esthetics, hair braiding, or nail
8 technology without being licensed under this Act shall, in
9 addition to any other penalty provided by law, pay a civil
10 penalty to the Department in an amount not to exceed \$5,000 for
11 each offense as determined by the Department. The civil
12 penalty shall be assessed by the Department after a hearing is
13 held in accordance with the provisions set forth in this Act
14 regarding disciplining a licensee.

15 (b) The Department has the authority and power to
16 investigate any and all unlicensed activity.

17 (c) The civil penalty shall be paid within 60 days after
18 the effective date of the order imposing the civil penalty.
19 The order shall constitute a judgment and may be filed and
20 execution had thereon in the same manner as any judgment from
21 any court of record.

22 (Source: P.A. 96-1246, eff. 1-1-11.)

23 (225 ILCS 410/1-14 new)

24 Sec. 1-14. Apprenticeship.

25 (a) All apprentices shall be employed under an

1 apprenticeship agreement between the sponsoring salon or shop
2 and the apprentice that is approved by the Department of
3 Labor. All apprenticeships are governed by the requirements of
4 Section 2-3.175 of the School Code and the requirements of
5 this Section.

6 (b) Apprentices for cosmetology or barbering shall receive
7 from a licensed salon at least 2,250 hours of practical
8 training, including 180 training hours of related supplemental
9 instruction, to complete the apprenticeship program and be
10 eligible to take the examination for a cosmetologist license.

11 (c) Apprentices for an esthetician or nail technician
12 license shall receive from a licensed salon at least 2,000
13 hours of practical training, including 144 training hours of
14 related supplemental instruction, to complete the
15 apprenticeship program and be eligible to take the examination
16 for an esthetician or nail technician license.

17 (d) An apprentice under this Section shall only provide
18 services under the supervision of a cosmetologist, barber,
19 esthetician, or nail technician with an active license and
20 within the scope of services for which the supervising
21 licensed professional is licensed to practice.

22 (e) Apprentices shall be trained in all branches of
23 practical work and related supplemental instruction for the
24 scope of practice for the license the apprentice seeks to
25 obtain.

1 (225 ILCS 410/2-2) (from Ch. 111, par. 1702-2)

2 (Section scheduled to be repealed on January 1, 2026)

3 Sec. 2-2. Licensure as a barber; qualifications. A person
4 is qualified to receive a license as a barber if that person
5 has applied in writing on forms prescribed by the Department,
6 has paid the required fees, and:

7 a. Is at least 16 years of age; and

8 b. Has a certificate of graduation from a school
9 providing secondary education, or the recognized
10 equivalent of such a certificate, or persons who are
11 beyond the age of compulsory school attendance; and

12 c. Has graduated from a school of barbering or school
13 of cosmetology approved by the Department, having
14 completed a total of 1500 hours in the study of barbering
15 extending over a period of not less than 9 months nor more
16 than 3 years, or has completed an apprenticeship program
17 under Section 1-14. A school of barbering may, at its
18 discretion, consistent with the rules of the Department,
19 accept up to 1,000 hours of cosmetology school training at
20 a recognized cosmetology school toward the 1500 hour
21 course requirement of barbering. Time spent in such study
22 under the laws of another state or territory of the United
23 States or of a foreign country or province shall be
24 credited toward the period of study required by the
25 provisions of this paragraph; and

26 d. Has passed an examination caused to be conducted by

1 the Department or its designated testing service to
2 determine fitness to receive a license as a barber; and

3 e. Has met all other requirements of this Act.

4 (Source: P.A. 99-427, eff. 8-21-15.)

5 (225 ILCS 410/4-1)

6 (Section scheduled to be repealed on January 1, 2026)

7 Sec. 4-1. Powers and duties of Department. The Department
8 shall exercise, subject to the provisions of this Act, the
9 following functions, powers and duties:

10 (1) To cause to be conducted examinations to ascertain
11 the qualifications and fitness of applicants for licensure
12 as cosmetologists, estheticians, nail technicians, hair
13 braiders, or barbers and as cosmetology, esthetics, nail
14 technology, hair braiding, or barber teachers.

15 (2) To determine the qualifications for licensure as
16 (i) a cosmetologist, esthetician, nail technician, hair
17 braider, or barber, or (ii) a cosmetology, esthetics, nail
18 technology, hair braiding, or barber teacher, or (iii) a
19 cosmetology clinic teacher for persons currently holding
20 similar licenses outside the State of Illinois or the
21 continental U.S.

22 (3) To prescribe rules for:

23 (i) The method of examination of candidates for
24 licensure as a cosmetologist, esthetician, nail
25 technician, hair braider, or barber or cosmetology,

1 esthetics, nail technology, hair braiding, or barber
2 teacher.

3 (ii) Minimum standards as to what constitutes an
4 approved cosmetology, esthetics, nail technology, hair
5 braiding, or barber school.

6 (4) To conduct investigations or hearings on
7 proceedings to determine disciplinary action.

8 (5) To prescribe reasonable rules governing the
9 sanitary regulation and inspection of cosmetology,
10 esthetics, nail technology, hair braiding, or barber
11 schools, salons, or shops.

12 (6) To prescribe reasonable rules for the method of
13 renewal for each license as a cosmetologist, esthetician,
14 nail technician, hair braider, or barber or cosmetology,
15 esthetics, nail technology, hair braiding, or barber
16 teacher or cosmetology clinic teacher.

17 (7) To prescribe reasonable rules for the method of
18 registration, the issuance, fees, renewal and discipline
19 of a certificate of registration for the ownership or
20 operation of cosmetology, esthetics, hair braiding, and
21 nail technology salons and barber shops.

22 (8) To adopt rules concerning sanitation
23 requirements, requirements for education on sanitation,
24 and any other health concerns associated with threading.

25 (9) To register apprentices participating in
26 apprenticeships registered with the United States

1 Department of Labor.

2 (10) To prescribe reasonable rules related to the
3 registration of apprentices.

4

5 (Source: P.A. 97-333, eff. 8-12-11; 98-911, eff. 1-1-15.)