



Proponent Testimony on SB 133

By Michelle Dave

Good Afternoon,

Thank you for your time in advance. Chairman Rulli, Vice Chair Lang, Ranking Member Sykes and members of the Senate Small Business and Economic Opportunity Committee, my name is Michelle Dave, and I am a proponent of SB 133. There are several reasons why I support the bill. I have carried a Managing Cosmetologist License since December 2003. I have practiced cosmetology since the day I received my license and have found my career choice fulfilling not to mention I have been able to support my children and Grandchildren financially. For this I am grateful. But make no mistake, I did the work to reach the position I have now, whereas my education played a small part in my success.

I knew early in the education process that I wanted to manage. I was told I would need an additional 300 hours along with the required 1,300 hours to graduate with a Managing Cosmetologist license. Of course, I accepted this opportunity to further my education. I learned nothing about day-to-day operations and managing the different personalities I would most assuredly work with. What I learned in the additional 300 hours is what we all (Cosmetologist/Barbers) must know - Rules, Regulations, Licensure expectations, along with Sanitation and safety expectations. I learned everything else from the Manager training I received from SportClips Haircuts. Ironically, SportClips paid me hourly while I was receiving the necessary education to learn how to manage people and the salon. What could a graduating stylist/barber learn that school does not teach them? Quite a bit.

After graduation I wanted to cut hair specifically. I learned a great deal about scissor cutting, but only picked up a pair of clippers a few times in cosmetology school. I will be honest with you, my cutting skills were developed on the job, not in school. I am grateful for all the development, time and training I received from my current employer. When a company invests in its Team Members, like Sport Clips does, the sky is literally the limit. That is where the additional 300 hours should spend by a student, in a real place of employment where they can learn while they earn! Our training is paid (yes, we paid the stylist to learn) and we learn everything from people skills to manager training, along with haircutting & product education. We view ALL Licensees as equal, and we train and see no differences whether the individual went to a career center in high school or a privately owned school. This simply sets the Team Member up for complete success. In fact, the curriculum we train is unrelated to their schooling and everyone is equal as they all have a cosmetology license.

The cost can be daunting for many. For example, My Daughter wanted to follow in my footsteps and become a cosmetologist. She saw the joy and success I have had in the business. Of course, I was fully on board and encouraged her to reach for the stars. After figuring out the financial side of her education she felt it would be difficult to achieve as a single parent, so she moved home for support, and started her education. Not only did my daughter work for free servicing walk-ins, but she realized the school was collecting money for the services she completed. Another aspect she did not buy into

was the constant push to sell the salon's name brand product. She was told this was a part of her education and she was to meet the retail expectations prior to graduation. She was encouraged to sell the products to clients she serviced at the school as well as talk to family and friends and this would allow her to win a contest. My child was not in school to win a contest. She was in school to receive an education that would support her and her daughter. Ironically, halfway through her education she decided to leave. She felt the education was NOT worth the financial cost. If the program was shorter, she would have finished her education. Again most, if not all, stylists learn best by on-the-job training.

Another example is that I had a Team Member move from Wisconsin who has been a cosmetologist for over twenty years. She had to take the state board testing as well as pay for her license. When a stylist transfers a license from state to state a simple transfer fee should be the cost of employment not testing and recertification. Again, they will learn this on the job as the standard roller set, pin curls and other outdated services are no longer used in today's salon. Why should the stylist have to pay for certification after being in the business for twenty plus years? All the extra fees and hours are not really needed and can be discouraging for some individuals.

In conclusion, I believe less hours would help to support us all. Post pandemic has taken a toll on many companies. As I'm sure you've noticed, you literally cannot drive a block without seeing a help wanted sign. Let us just give stylists the education they require as Education is NOT a luxury - it is a need. A student should be able to finish in less than a year and become a productive citizen supporting both the economy and their families. Please consider lowering hours to 1,000 - closer to what the high school career centers are today. This will allow salon and franchise owners the opportunity to hire and train stylists/barbers with today's trends and expectations.

Chairman Rulli and members of the committee, I would like to thank you for allowing me to submit proponent testimony on SB 133.

Respectfully,



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