



What: Legislative agreement between states that allows licensees to move freely between member states for employment. License is “anchored” in licensee’s home state, but allows for practice in any member state. Project funded by Department of Defense grant administered by the Council for State Governments.

Where: Legislation is at the state level and creates agreements between states to honor licenses conferred in other member states, similar to how your driver’s license works.

When: The compact becomes active when the 7th state passes legislation and the initial commission is seated, after which other states continue to join! With current projections, member states will begin issuing multi-state licenses in 2024.

How: View the bill language at <https://cosmetologycompact.org/> and consider sharing with your state legislators, or reach out to us for help in getting this started in your state!

Benefit to the licensee:

True, bi-directional license mobility with no delays starting work in a new location.

Benefits to Member States:

License mobility for those licensees who choose multi-state licensure.

Fully transparent national database with unique identifier code for each licensee

- Allows for rapid surveillance of licenses in question.
- Red flagging of licenses under investigation

Potential reduction in license fraud / human trafficking

Creates a platform for states to work together on common issues.

QUESTIONS? Contact Leslie Roste | lgroste@gmail.com | 816.955.1643

FAQ'S

How is this different from Universal Licensing/Expanded Reciprocity?

Universal licensing benefits everyone trying to come into a state for work, but does not benefit the residents of the state. The compact is the only form of reciprocity that is bi-directional and benefits both those coming into your state as well as the residents of your state who may need to work in another member state. Universal licensing also requires licensees to complete often cumbersome paperwork and wait some period of time for a license in the new state. It requires staffing to process additional licenses and many of these requests require “certification” from the home state, which can take days or weeks. The licensure process in some of those states can be long, confusing and time consuming. In addition, UL does not create a shared, comprehensive transparent database.

“We are concerned that people with less training than we require will come and work in our state”

The basis of all cosmetology programs and testing, both of which are required for member states, is health & public safety. While some states have higher hours than others, safety education is always required and any additional hours are often in practice of technique, but do not make a cosmetologist any more or less safe to consumers in your state.

What about license fraud?

The compact is designed for the 90% of people who are trying to do the right thing and practice lawfully wherever they go. The 10% (or less) of those who might participate in fraudulent behavior are likely to continue to do so in both member and non-member states. There is the possibility that as an unintended consequence of the national database, that it may serve to curb some fraudulent activity, but that is not the intent of the compact.

What about “adverse actions” – if someone breaks a rule or law while working in my state?

If a licensee is responsible for an injury or infraction of the laws/rules of your state, your state would handle it as it does any other licensee in the state. You may assess fines, remedial education, etc. And, while you cannot take away a license issued in another state, you can withdraw their authorization to practice in your state, red flag them in the database and enter into a joint investigation with their home state, who can revoke their license.

Current States with enacted or proposed legislation (10/01/23):

Enacted: AL, AZ, KY,

2023 bills still active: CA, OH, TX

Working for 2024: CO, CT, DE, GA, IL, IN, KS, MD, ME, NE, NH, NJ, NY, NC, PA, RI, TN, UT, VA, WA, WI