

# Barbers' Board Meeting

**Monday, June 16, 2025**

A meeting of the State Board of Barbers was held on Monday, June 16, 2025, at 10:00 a.m. by teleconference.

## Board Member Attendees

Mr. Larry Franklin - *Chairperson*

Mr. Andrew Campbell - *Industry Member*

Mr. Wade Menendez - *Industry Member*

Ms. Toni Wallace - *Industry Member*

Mr. Channing Trent- *Industry Member*

Ms. Lanine Swann, *Consumer Member*

Ms. Yasmine Young- *Consumer Member - Absent*

## Other Staff Attendees

Ms. Nicole Fletcher- *Executive Director*

Ms. Breona Scott- *Assistant Executive Director*

Ms. Leslie Braxton- *Licensing Supervisor*

Mr. Jacob Guy- *Board Administrator*

Ms. Fatmata Rahman- *Administrative Specialist III*

Ms. Ashley Thompson- *Office Secretary*

Mr. Kenneth Sigman- *Advice Counsel*

Ms. Renee Robertson- *Continuing Education Coordinator*

Ms. Karina Papavasiliou- *Inspector*

# **Agenda**

## **Quorum Announced, and Meeting Called to Order**

A quorum was announced by Chairperson Mr. Larry Franklin and the meeting was called to order at 10:07 A.M.

## **Approval of Agenda**

Before the approval of the agenda, Industry Member Toni Wallace proposed an amendment adding Item C. Outreach Initiative to Old Business. Chairperson Mr. Larry Franklin then requested a motion for approval of the amended agenda. Ms. Toni Wallace made a motion to approve the amended agenda, seconded by Mr. Andrew Campbell, and the agenda was unanimously approved.

## **Approval of April 14, 2025 Minutes**

Chairperson Mr. Larry Franklin then asked for a motion to approve the April 14, 2025, meeting minutes. A motion was made by Ms. Toni Wallace to approve the minutes, seconded by Mr. Wade Menendez and the motion unanimously passed.

# **New Business**

## **A. RECAP OF APRIL 14, 2025 MEETING**

Chairperson Mr. Larry Franklin opened June's meeting by providing a recap of April's Board meeting. In April, Board members voted unanimously in favor of moving the previously scheduled October 13, 2025 meeting to October 20, 2025, as the original date fell on a state-observed holiday. In April, Board Members also voted in favor of a proposal from Ms. Toni Wallace, altering the requirements for Barber Stylist training hours to include 272 theoretical hours vs. 628 training hours.

## **B. APPRENTICE RESTART**

Apprenticeship Coordinator Jacob Guy opened this portion of the meeting by introducing a former apprentice, Placide Youmbi, who had inquired about restarting the apprentice barber program. Mr. Youmbi was a licensed apprentice barber from January

2021 through January 2025, and received 1,920 hours of training. Having already completed two terms of the apprenticeship Mr. Youmbi is no longer eligible to renew the license. Master Barber and sponsor for the apprentice Mr. Shawn Dyson spoke on behalf of the apprentice who is not a native English speaker. Mr. Dyson explained that the apprentice was forced to leave the country due to family obligations during his time as a licensed apprentice barber and was not able to finish the necessary training. Mr. Dyson further explained that Mr. Youmbi is a very skilled barber, and he is happy to accept him under his apprenticeship training program. Upon hearing this explanation from Mr. Dyson, Mr. Channing Trent made a motion to approve the apprenticeship restart for Placide Youmbi. Mr. Andrew Campbell seconded the motion, and it was unanimously approved.

### **C. PSI EXAM OUTLINES**

For this portion of the meeting Executive Director Ms. Nicole Fletcher referred Board Members to a document that she had previously emailed to them, which outlined potential changes to be implemented if the Board were to approve a switch to the Barber PSI National exam. Ms. Fletcher then introduced Mr. Shawn Conder representing PSI, and speaking about some of the major changes that would be implemented to the exam. Mr. Conder stated that the general focus of the PSI national exam relates to the health and safety of both the practitioner and the client. Regarding a timeline for the implementation of these changes, Mr. Conder explained that he would want to have several meetings with the Barber Board to review content and be sure that everyone is comfortable, and then give schools and teachers three to four months to adjust training before it would go into effect. Mr. Channing Trent then spoke, stating that he prefers the way this outline specifically details what will be evaluated on the exam. Industry Member Mr. Andrew Campbell then asked how the standards of the State of Maryland specifically would be maintained. Executive Director Ms. Nicole Fletcher built on Mr. Campbell's question by adding that the scope of practice for barbers in Maryland could differ greatly from other states, and asked how that is accounted for on an exam for use all across the country. Mr. Conder addressed these questions by stating that these portions of the exam do not go into great detail, and are still focused heavily on health and safety. Mr. Conder added that an advantage of using the PSI national exam is the ability for reciprocity, as states can know exactly what candidates have been tested on. Additionally, there is a push for things like natural hair services and braiding to require licensure in the future. The Executive Director encouraged Board members to review the outline thoroughly, so that they can be prepared to make a vote in the future.

# **Old Business**

## **A. REGISTERED APPRENTICESHIP PROGRAM**

Executive Director Ms. Nicole Fletcher first introduced Mr. Jessee Skittrall, who is an Apprenticeship Ambassador at the Department of Labor National Office. Mr. Skittrall stated that he will be covering two things, what is the structure of a Registered Apprenticeship Program, and reasons why the Board should consider implementing such a program. The Registered Apprenticeship Program would pull the administrative weight off of the Board of Barbers. All relevant information regarding employment agreements, credit tracking, and record keeping would be stored and accessible to the necessary agencies, and would allow for some level of reciprocity between states. Such a program could also satisfy a need for structuring the program and creating more accountability from sponsors. Mr. Skittrall then spoke to the issue of liability, whereas the current language in the law states that there is no requirement that an apprentice be compensated for their work. With that, if an apprentice were to go take their case to court stating that they were not compensated for services that they provided which generated revenue for a salon or shop, the liability would fall on the establishment, who could then point to the statute stating that there is no requirement for payment between a salon and apprentice.

Mr. Skittrall then spoke to the added structure created by a Registered Apprenticeship Program. A salon would be required to submit their “standards” for their apprenticeship program which would go to an approval committee. The standards would dictate how the program would be run, including items like: payment progression, how would the apprentice be disciplined, an approved curriculum, etc. The committee would then review the standards and determine if the salon had the capability to manage such a program, and, if so, the salon would be issued a license to facilitate apprenticeships. This differs from the current structure, where apprentices are sponsored by individuals, whose qualifications are determined by their license status. With a Registered Apprenticeship Program, the Board still may implement regulations that determine how compliance is regulated. Mr. Skittrall went on to discuss some of the financial advantages for an establishment participating in the program. In-demand occupations have access to workforce development funds, employer tax credits, and a 50% reimbursement rate for incumbent workers through Maryland Business Works. Additionally, after completion of the program, the apprentice receives a certificate of completion, which is eligible for reciprocity in any state.

Mr. Channing Trent voiced his support for the added structure that would come to the

Apprenticeship program citing the streamlining of administrative processes, and added accountability on both sides of the apprenticeship agreement. Industry Member Ms. Toni Wallace then asked Mr. Skittrall how this would impact apprentices who are contractors and not W2 employees. In response Mr. Skittrall stated that the Department of Labor on a federal level would require apprentices to be employed by the salon or shop where they work, unless laws specific to Maryland stated otherwise. This ensures that apprentices are paid at least minimum wage. Additionally, businesses can receive guidance on adding employees. Mr. Skittrall then clarified that the apprenticeship license would be connected to the establishment license, and not an individual master barber license, as it currently stands. Mr. Channing Trent followed up by asking how this would affect the number of apprentices that could work in a single shop. Currently, in Maryland, a Master Barber can sponsor three apprentices at one time. Mr. Skittrall stated that if Maryland were to transition to a Registered Apprenticeship Program the typical ruling would be a ratio of one journeyman/master barber to one apprentice barber. The next question came from Industry Member Mr. Andrew Campbell, who asked Mr. Skittrall to speak to the Registered Apprenticeship Program's approach to the educational aspect of apprenticeships. In response, Mr. Skittrall stated that salons/shops that participate in the Registered Apprenticeship Program are required to align their training to the scope of practice allowed by their state, and submit their curriculum in their standards, which must be either Pivot Point or Milady. Sponsoring establishments are required to teach directly from their selected curriculum, and completion and passing rates are tracked. Mr. Channing Trent then asked about the ease of access for apprentices to find registered sponsors and vice versa. Mr. Skittrall replied that registered apprenticeship providers are placed on an employer training provider list that goes to all workforce offices and is published online. A candidate pool is also provided for registered employers. Apprentice Candidate Navigators assist with making the connection between apprentices and a registered employer. To wrap up the conversation, Executive Director Ms. Nicole Fletcher asked Mr. Skittrall if he knows of any states that run the Registered Apprenticeship Program in conjunction with the traditional State Board apprenticeship program. Mr. Skittrall stated that he believes it would be very easy for the two agencies to collaborate, and he does know of several states that run their operation that way. Executive Director Nicole Fletcher then polled Board members informally regarding their interest in implementing such a program. There was a consensus that implementing such a program would be beneficial for the state, and no board members spoke up against the implementation of a Registered Apprenticeship Program.

## **B. LEGISLATIVE UPDATES**

### **i. HB1547 DOMESTIC VIOLENCE AWARENESS TRAINING**

Executive Director Ms. Nicole Fletcher started by reminding everyone that the bill was amended to be effective beginning January 1, 2026 and is a one time requirement for new licensees and current licensees. Ms. Fletcher added that she has been communicating with some

established domestic violence training providers that are interested in becoming an approved provider in Maryland. These programs are currently being evaluated, Ms. Fletcher stated that she expects four to five providers to be approved. The administrative team is currently working on a portal for the upload of completion certificates. Updates can be expected on the Board's website in the coming months.

### **C. OUTREACH INITIATIVE**

Ms. Toni Wallace headed this portion of the meeting, opening by stating that she has seen via social media some barbershops and salons that have received national recognition for some of their work in the industry as well as community outreach. Ms. Wallace went on to say that she thinks this would be a great idea for the Maryland Board of Barbers to implement a recognition program. Ms. Wallace suggested that some form of positive reinforcement would go a long way in forming a connection with industry members and allow them to see the Board as more than a regulatory/enforcement agency. Mr. Andrew Campbell added that this type of outreach would help industry members become more aware of changes and initiatives that are occurring with the State Board. In response, Executive Director Ms. Nicole Fletcher agreed that such an initiative would boost morale and encourage more licensees to remain compliant with Board laws and regulations. Ms. Fletcher added that the social media piece is something that has been brought up before and is something that she will continue to push for.

#### **D. INSPECTION SUMMARY**

Licensing Supervisor Ms. Leslie Braxton provided an Inspection Summary for today's meeting. The data was collected from April 10, 2025 - June 4, 2025.

<b>12</b>	<b>New shop applications received</b>
<b>0</b>	<b>New shops pending inspections - to be assigned</b>
<b>2</b>	<b>Complaints received</b>
<b>0</b>	<b>Complaints - open / to be assigned</b>
<b>1</b>	<b>Complaints - inspections completed</b>
<b>74</b>	<b>Inspections conducted</b>
<b>15</b>	<b>Inspections passed</b>
<b>16</b>	<b>Inspections failed</b>
<b>2</b>	<b>Failed - new shop inspections</b>
<b>4</b>	<b>Failed - late renewal inspections</b>
<b>0</b>	<b>Failed - complaint</b>
<b>10</b>	<b>Failed - per board inspections</b>
<b>5</b>	<b>Failed - routine inspections</b>
<b>38</b>	<b>Closed at time of inspection</b>

## **Public Comment**

There was no public comment during the June 17, 2025 meeting.

## **Adjournment**

Chairperson Mr. Larry Franklin requested a motion to call the meeting to adjournment at 11:21 A.M. Mr. Andrew Campbell made a motion to adjourn the meeting, seconded by Mr. Wade Menendez and the motion unanimously passed.

APPROVED BY: \_\_\_\_\_ on August 11, 2024.