Report of the Tennessee Advisory Commission on Intergovernmental Relations

Cosmetology and Barbering in Tennessee: An Important, Growing, and Increasingly Specialized Industry

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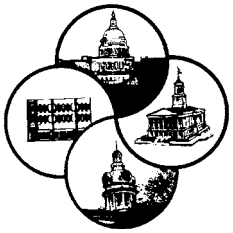
June 2026



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Report of the Tennessee Advisory Commission on Intergovernmental Relations

Cosmetology and Barbering in Tennessee: An Important, Growing, and Increasingly Specialized Industry

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Cliff Lippard, Executive Director

June 18, 2026

The Honorable Randy McNally
Lieutenant Governor and Speaker of the Senate

The Honorable Cameron Sexton
Speaker of the House of Representatives

Members of the General Assembly
State Capitol
Nashville, TN 37243

Ladies and Gentlemen:

Transmitted herewith is the commission's report on its study of the economic impact of the cosmetology and barbering professions in Tennessee as requested by Public Chapter 102, Acts of 2025, which directed the commission to study the revenue generated through the services provided and the number of jobs generated by the professions, as well as retail sales, training and education opportunities, and potential barriers to entry into the industry. The report identifies and focuses on two nationwide trends seen in the industry—overall growth and specialization—and recommends that the state establish a hair styling license focused only on hair-related services that requires fewer hours of education than the existing cosmetology and master barber licenses.

The commission approved the report on June 18, 2026, and it is hereby submitted for your consideration.

Respectfully yours,

Senator Ken Yager
Chairman

Cliff Lippard
Executive Director

The Tennessee Advisory Commission on Intergovernmental Relations

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MEMORANDUM

TO: Commission Members

FROM: Cliff Lippard
Executive Director

DATE: 18 June 2026

SUBJECT: Public Chapter 102, Acts of 2025 (Cosmetology and Barbering Professions)—Final Report for Approval

The attached commission report is submitted for your approval. It was prepared in response to Public Chapter 102, Acts of 2025, which directed the commission to study the economic effect of the cosmetology and barbering professions in Tennessee, including revenue generated through services provided and the number of jobs generated by the professions, as well as retail sales, training and education opportunities and potential barriers to entry into the industry.

In response to member feedback, staff added information about training and registration requirements for the hair braiding certificate and economic incentives available to the industry. Clarification was also provided regarding waitlists at Tennessee Colleges of Applied Technology, Career and Technical Education programs, and apprenticeships.

The report's recommendation remains unchanged. While Tennessee has adapted to the evolving specialization in the industry by establishing licenses for specific disciplines, there is no specialty license for hair styling. A hair-specific license would provide an option requiring less money and time for those who are interested in providing natural and chemical hair services but not the other services included in the cosmetology and barbering licenses. Therefore, **the report recommends the state establish a hair styling license focused only on hair-related services that require fewer hours of education than the existing cosmetology and master barber licenses.**

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Summary and Recommendation: Cosmetology and Barbering in Tennessee is an Important, Growing, and Increasingly Specialized Industry

Most people across diverse demographics and communities interact with the cosmetology and barbering industry, whether that be an occasional haircut or pedicure or regular styling. Nationwide, the cosmetology and barbering industry has been growing—demand for basic hair, nail, and skincare services, along with specialty services, is increasing. Given the national trend, stakeholders expressed interest in a study of the industry in Tennessee. In response, Public Chapter 102, Acts of 2025, directed the Tennessee Advisory Commission on Intergovernmental Relations to study the economic effect of the cosmetology and barbering professions in Tennessee, including the revenue generated through services provided and retail sales, the number of jobs generated by the professions, training and education opportunities, and potential barriers to entry into the industry (see appendix A). The report identifies and focuses on two important nationwide trends in the industry: overall growth and specialization.

The Professional Beauty Association estimated that the salon industry in Tennessee generated $1.8 billion in total revenue in 2022, a 38.5% increase from $1.3 billion in 2019.

The cosmetology and barbering industry is growing nationally and in Tennessee.

Nationally, the cosmetology and barbering industry—often called the beauty or salon industry—is growing. The Professional Beauty Association, a national organization that tracks data for the salon industry,[1] estimates that from 2018 through 2022, total salon industry revenue increased 29.6%, totaling $81.8 billion in 2022. Employment is also increasing. According to the US Bureau of Labor Statistics (BLS), overall barber, cosmetologist, and hair stylist employment is projected to increase 5% between 2024 and 2034, faster than the average 3% growth for total employment. These estimates likely don't represent the entire industry because within the industry many workers are self-employed and not reported as employees—the BLS estimates that, nationwide, 48% of cosmetologists, hairdressers, and hair stylists and 76% of barbers were self-employed in 2024. Further, tips and private business revenues are a substantial part of income for these professionals, and underreporting is common.

Tennessee is seeing a similar trend in the cosmetology and barbering industry—revenue generated by the industry has increased in recent years. The Professional Beauty Association estimated that the salon industry in Tennessee generated $1.8 billion in total revenue in 2022, a 38.5% increase from $1.3 billion in 2019. Data provided by the Tennessee Department of Revenue show that business gross sales revenue and state

[1] The salon industry includes beauty salons and spas, nail salons, and barber shops. This report does not address some services offered at spas, such as massages or microneedling, that are not regulated by the Tennessee Board of Cosmetology and Barber Examiners.

and local tax revenue from beauty supply shops, barber shops, beauty and nail salons, and barber and cosmetology schools has increased since fiscal year 2018-19.[2] License fees—including for individual, shop, and school licenses—collected by the state Board of Cosmetology and Barber Examiners, which regulates the cosmetology and barbering professions, have also increased.[3] See table 1.

Industry growth includes increases in the number of barber shops and beauty salons and increases in enrollment and the number of graduates of cosmetology and barbering programs at Tennessee Colleges of Applied Technology.

Table 1. Percent Change in Total Revenue Cosmetology and Barbering Industry in Tennessee Fiscal Year 2018-19 Compared to Fiscal Year 2023-24

Revenue Source	Fiscal Year 2018-19	Fiscal Year 2023-24	Percent Change
Business Gross Sales*	$ 766,932,647	$ 1,012,627,282	32.0%
State and Local Taxes	35,291,430	75,697,127	114.5%
License Fees	2,841,135	3,223,645	13.5%
Total	**$ 805,065,212**	**$ 1,091,548,054**	**35.6%**

*This data is based on tax filing years 2019 and 2024, typically calendar years.

Source: Emails from Jeff Bjarke, director of research, Tennessee Department of Revenue, August 27, September 29, and October 3, 2025; and Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9, 2025.

In addition to revenue, the number of barber shops, beauty salons, employees, and wages have all increased (see table 2). The number of active licenses has also increased overall. As of July 2025, there were 91,610 active cosmetology and barbering licenses of all types issued by the Tennessee Board of Cosmetology and Barber Examiners—an increase of 22.2% since fiscal year 2018-19.

Enrollment and the number of graduates at Tennessee College of Applied Technology (TCAT) cosmetology and barbering programs have been increasing, reflecting interest in the professions and demand for the courses offered. At TCAT institutions offering cosmetology or barbering programs, between the 2018-19 and 2024-25 academic years, enrollment increased approximately 156.8%, with cosmetology programs experiencing the greatest overall increase compared to barbering and instructor programs; graduates from these programs increased by 66.5%.

[2] Taxes include franchise, excise, and business tax revenue, as well as state and local sales tax on products sold, such as shampoo and conditioner. Most services, including cosmetology and barbering services, are not subject to sales tax in Tennessee, and not all cosmetology and barbering businesses are subject to franchise and excise taxes.

[3] The Tennessee Board of Cosmetology and Barber Examiners also collects civil penalties assessed for violations. In fiscal year 2023-24, cosmetology and barbering civil penalties collected totaled $220,987, a 33.1% increase since fiscal year 2018-19.

Table 2. Percent Change in Barber and Beauty Shops, Salons, Employees, and Wages in Tennessee Calendar Year 2020 Compared to Calendar Year 2024

	Calendar Year 2020	Calendar Year 2024	Percent Change
Barber Shops and Beauty Salons	1,052	1,124	6.8%
Employees	7,017	7,345	4.7%
Wages	$201,947,733	$291,245,497	44.2%

Note: This data does not include self-employed workers.

Source: Email from Martha Wettemann, statistical analyst supervisor, WIRED Division,Tennessee Department of Labor and Workforce Development, September 22, 2025.

As the industry becomes more specialized, the state can continue to update licensing requirements in line with this trend.

Along with growth, specialization has been a trend within the cosmetology and barbering industry. In 2024, one professional school said, "In the future, specialization will be a key driver for success in cosmetology. . . . With specialized skills, cosmetologists can cater to niche markets and offer premium services, which often come with higher income potential." Full-service cosmetology shops are not as common as they were in the past—there are now more specialty shops focusing on specific services, such as nails, facials, eyelashes, and hair styling. For example, according to a 2025 report by the Professional Beauty Association, nail salons are 23% of all salon establishments and increased the most between 2013 and 2023. Stakeholders in Tennessee and other states agree that many professionals want to focus on one service, and shops are more specialized than they were in the past.

Specialization is a trend in the cosmetology and barbering industry, which some consider a "key driver for success in cosmetology. With specialized skills, cosmetologists can cater to niche markets and offer premium services, which often come with higher income potential." (Summit Salon Academy Portland 2024.)

To work in any of the disciplines within cosmetology and barbering in Tennessee, you must have a license issued by the Tennessee Board of Cosmetology and Barber Examiners. The Board regulates both the cosmetology and barbering professions to protect the public health, safety, and welfare of consumers in the state. Under the current licensing structure, those who want to work in the industry can either complete the full 1,500-hour master cosmetology or barbering curriculum and pass the theory and practical exams to obtain a cosmetology or master barber license—which authorizes them to provide most types of services in the industry—or they can complete a separate focused curriculum that has been established for some of the disciplines within the industry and pass the theory and practical exam for that discipline. Tennessee, like other states, has established separate licenses and schools for nails, aesthetics,

natural hair styling, and eyelashes and a certificate for hair braiding. The education requirements for the existing specialty licenses are:

- Barber technician – 340 hours (established 1986)
- Aesthetician – 750 hours (established 1987)
- Manicurist – 600 hours (established 1988)
- Natural hair stylist – 300 hours (established 1996)
- Hair braiding certificate – 16 hours (established 2019)
- Eyelash specialist – 300 hours (established 2023)

Tennessee has adapted to specialization in the industry by establishing specialty licenses but has not established a hair styling license that includes both natural and chemical services, even though hair styling is a popular service.

Hair styling, however, is a popular service for which the state has not established a separate license. Hair styling includes both natural and chemical hair-focused services such as cuts and coloring. One TCAT instructor said 90% to 95% of cosmetology students want to work only on hair and suggested a hair-focused license.

Although there are tradeoffs to specialized licenses—for example, they don't allow the licensee to offer other types of services and might not be transferable to other states—rather than having to complete the full cosmetology or barbering licensure requirements, they do allow people to focus on their interests, save money and time on education, and get to work more quickly. In an industry that is already becoming more specialized, aligning state requirements with this specialization can be beneficial. The board of cosmetology and barber examiners' executive director said that offering a "specific license welcomes individuals who only want to offer that service and get it done quickly," and she didn't express concerns with a separate hair license. Similarly, a representative for the Professional Beauty Association said they are not opposed to specialty licenses if it makes sense and seems helpful.

Sixteen other states have separate hair styling, hair design, or hairdresser licenses. The required hours for hair-focused licenses range from 600 to 1,650; the average is about 1,000 hours. A representative from West Virginia said the creation of the hair stylist license in that state has provided another opportunity for students who only want to do hair styling and has not had a negative effect.

While Tennessee has adapted to the evolving specialization of cosmetology and barbering professions by establishing licenses for specific disciplines, it has not established a specialty license for hair styling. A hair-specific license would provide an option that would require less money and time for people who are interested in providing natural and chemical hair services but not the other services included in the cosmetology and barbering licenses. **Therefore, the commission recommends the state establish a hair styling license focused only on hair-related services that requires fewer hours of education than the existing cosmetology and master barber licenses.**

Analysis: Evaluating the Economic Impact and Licensing of Cosmetology and Barbering Professions in Tennessee

The cosmetology and barbering industry plays an important role in the American economy. The professionals who work in the industry—whether they are styling hair, giving a manicure or a facial, or enhancing eyelashes—learn specialized skills and provide services that are in high demand. Not only does the industry provide jobs, but as noted by the Professional Beauty Association, a national organization that tracks data for the industry, it also provides opportunities for individuals to start their own businesses.[4] Ultimately, its effect on communities and the wider economy can be measured by the number of shops, salons, and jobs it supports, as well as the revenue it generates.[5]

In addition to providing jobs, the cosmetology and barbering industry provides opportunities for individuals to start their own businesses, and its effect on communities and the larger economy can be seen in the number of shops, salons, and jobs it supports, along with the revenue it generates.

Nationally, the cosmetology and barbering industry—often called the beauty or salon industry—is growing in response to demand for basic hair services, including hair treatments like coloring and straightening, and other specialty services like manicures, pedicures, and skincare.[6] According to the Professional Beauty Association, from 2018 through 2022, the number of establishments increased an estimated 10.7%, and total revenue—including from salons that pay employees through payroll and people who are self-employed—increased an estimated 29.6%, totaling $81.8 billion in 2022.[7] In fact, this revenue estimate for the industry might be low because tips and private business revenues are a substantial part of income for these professionals, and underreporting is common.[8]

Employment in the industry is also increasing. According to the US Bureau of Labor Statistics (BLS), overall barber, cosmetologist, and hair stylist employment is projected to increase 5% between 2024 and 2034, faster than the average 3% growth for total employment.[9] These BLS estimates also likely don't represent the full number of individuals working in the industry, because within the industry many workers are self-employed and not reported as employees—the BLS estimates that, nationwide, 48%

[4] Professional Beauty Association 2025c.
[5] Pham and Donovan 2019.
[6] US Bureau of Labor Statistics 2025a.
[7] The salon industry includes beauty salons and spas (69%), nail salons (19%), and barber shops (12%). This report does not address some services offered at spas, such as massages or tanning services (11%), that are not regulated by the Tennessee Board of Cosmetology and Barber Examiners. Professional Beauty Association 2020; and Professional Beauty Association 2025b.
[8] In 2025, Congress passed the 45B FICA Tip Tax Credit, providing beauty industry employers with a dollar-for-dollar tax credit on the employer portion of FICA taxes paid on employee tips—as restaurant employers have received since 1993—which will help encourage reporting tips as income. Professional Beauty Association 2025a; Kleiner 2006; and interview with Maura Scali-Sheahan, chief executive officer, National Association of Barber Boards of America, July 8, 2025.
[9] US Bureau of Labor Statistics 2025b.

of cosmetologists, hairdressers, and hair stylists and 76% of barbers were self-employed in 2024.[10]

Given the national trend, stakeholders expressed interest in a study of the industry in Tennessee. In response, Public Chapter 102, Acts of 2025, directed the Tennessee Advisory Commission on Intergovernmental Relations to study the economic effect of the cosmetology and barbering professions in Tennessee (see appendix A). The study includes the revenue generated through services provided and retail sales, the number of jobs generated by the professions, training and education opportunities, and potential barriers to entry into the industry.

Overall revenue for the cosmetology and barbering industry in Tennessee increased 35.6% between fiscal years 2018-19 and 2023-24, totaling an estimated $1.1 billion in fiscal year 2023-24.

Aligning with national trends, the cosmetology and barbering industry has been growing in Tennessee.

Tennessee is seeing a similar trend of growth in the cosmetology and barbering industry, while the industry continues to recover from the effects of the COVID-19 pandemic.[11] Revenue generated by the industry, wages, and employment have increased in recent years, and the number of barber shops, beauty salons, and licenses also reflect overall growth in the state. Enrollment and the number of graduates at Tennessee College of Applied Technology (TCAT) cosmetology and barbering programs have been increasing, showing interest in the professions and demand for the courses offered.

Business Gross Sales, Tax, and License Fee Revenue

The Professional Beauty Association has estimated that the salon industry in Tennessee generated $1.8 billion in total revenue in calendar year 2022, a 38.5% increase from $1.3 billion in 2019.[12] Data provided by state agencies show that overall revenue for the cosmetology and barbering industry in Tennessee—including business gross sales, state and local taxes, and license fees—increased 35.6% between fiscal years 2018-19 and 2023-24, totaling an estimated $1.1 billion in fiscal year 2023-24. Business gross sales account for most of this revenue and increased from $766.9 million to $1 billion—by 32.0%—between tax filing years (typically calendar years) 2019 and 2024. The Tennessee Department of Revenue provided additional detail on business gross sales, breaking down the data for beauty and nail salons and supply shops, barber shops, and private cosmetology and barber schools. During that time period, nail salons and supply shops, barber shops, and private cosmetology and barber schools saw overall

[10] US Bureau of Labor Statistics 2025c.
[11] Professional Beauty Association 2025c.
[12] Professional Beauty Association 2020b; and Professional Beauty Association 2025c.

increases in gross sales of between 5% and 80%, though beauty salons' gross sales decreased by 3.8%. See table 1 (reposted) and table 3.[13]

Table 1 (reposted). Percent Change in Total Revenue
Cosmetology and Barbering Industry in Tennessee
Fiscal Year 2018-19 Compared to Fiscal Year 2023-24

Revenue Source	Fiscal Year 2018-19	Fiscal Year 2023-24	Percent Change
Business Gross Sales*	$ 766,932,647	$ 1,012,627,282	32.0%
State and Local Taxes	35,291,430	75,697,127	114.5%
License Fees	2,841,135	3,223,645	13.5%
Total	**$ 805,065,212**	**$ 1,091,548,054**	**35.6%**

*This data is based on tax filing years 2019 and 2024, typically calendar years.

Source: Emails from Jeff Bjarke, director of research, Tennessee Department of Revenue, August 27, September 29, and October 3, 2025; and Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9, 2025.

Table 3. Percent Change in Business Gross Sales for Shops, Salons, and Schools
Cosmetology and Barbering Industry in Tennessee
Calendar Year 2019 Compared to Calendar Year 2024

Taxpayer	Calendar Year 2019	Calendar Year 2024	Percent Change
Beauty Supply Shops	$ 261,824,820	$ 471,904,795	80.2%
Barber Shops	32,117,392	41,901,121	30.5%
Beauty Salons	330,425,361	317,811,885	-3.8%
Nail Salons	137,632,628	175,813,402	27.7%
Cosmetology and Barber Schools	4,932,446	5,196,079	5.3%
Total	**$ 766,932,647**	**$ 1,012,627,282**	**32.0%**

Note: This data is based on tax filing years 2019 and 2024, typically calendar years. Filing year 2018 is the earliest full year of data provided by the Tennessee Department of Revenue because of a data system change within the department in 2017.

Source: Emails from Jeff Bjarke, director of research, Tennessee Department of Revenue, September 29, 2025.

[13] Taxpayers with $100,000 or more in gross sales within the state must apply for a standard business license, file a business tax return with the Tennessee Department of Revenue, and remit tax for each location. The Department does not have data on taxpayers with gross sales less than $100,000. Email from Jeff Bjarke, director of research, Tennessee Department of Revenue, January 7, 2026.

Along with gross sales, tax revenue collections have been increasing. Between fiscal years 2018-19 and 2024-25, total state and local tax revenue from beauty supply shops, barber shops, beauty salons, nail salons, and cosmetology and barber schools went from $35.3 million to $75.7 million—a 114.5% increase (see table 4). This includes franchise, excise, and business tax revenue, as well as state and local sales tax on products sold, such as shampoo and conditioner. Most services, including cosmetology and barbering services, are not subject to sales tax in Tennessee, and not all

Table 4. Percent Change in Tax Revenue for Shops, Salons, and Schools Cosmetology and Barbering Industry in Tennessee Fiscal Year 2018-19 Compared to Fiscal Year 2024-25

Taxpayer	Tax	Fiscal Year 2018-19	Fiscal Year 2024-25	Percent Change
Beauty Supply Shops	State Sales Tax	$ 20,963,184	$ 47,368,885	126.0%
	Local Option Sales Tax	7,245,027	17,255,001	138.2%
	Franchise and Excise Tax	385,192	1,934,139	402.1%
	Business Tax	596,313	1,271,140	113.2%
	Subtotal	**$ 29,189,716**	**$ 67,829,166**	**132.4%**
Barber Shops	State Sales Tax	$ 208,731	$ 200,071	-4.1%
	Local Option Sales Tax	71,670	73,560	2.6%
	Franchise and Excise Tax	43,735	142,210	225.2%
	Business Tax	81,587	158,978	94.9%
	Subtotal	**$ 405,723**	**$ 574,819**	**41.7%**
Beauty Salons	State Sales Tax	2,669,964	2,730,129	2.3%
	Local Option Sales Tax	927,066	985,589	6.3%
	Franchise and Excise Tax	440,772	775,005	75.8%
	Business Tax	811,777	1,144,451	41.0%
	Subtotal	**$ 4,849,580**	**$ 5,635,174**	**16.2%**
Nail Salons	State Sales Tax	$ 42,927	$ 60,273	40.4%
	Local Option Sales Tax	14,927	22,055	47.8%
	Franchise and Excise Tax	279,038	638,118	128.7%
	Business Tax	330,059	662,471	100.7%
	Subtotal	**$ 666,951**	**$ 1,382,917**	**107.3%**
Cosmetology and Barber Schools	State Sales Tax	$ 122,205	$ 184,268	50.8%
	Local Option Sales Tax	44,826	71,447	59.4%
	Franchise and Excise Tax	1,690	2,395	41.7%
	Business Tax	10,741	16,941	57.7%
	Subtotal	**$ 179,462**	**$ 275,051**	**53.3%**
Total All Taxes		**$ 35,291,430**	**$ 75,697,127**	**114.5%**

Note: Fiscal year 2018-19 is the earliest full year of data provided by the Tennessee Department of Revenue because of a data system change within the department in 2017.

Source: Emails from Jeff Bjarke, director of research, Tennessee Department of Revenue, August 18 and August 27, 2025.

cosmetology and barbering businesses are subject to franchise and excise taxes.[14]

License fees—including for individual, shop, and school licenses—collected by the Tennessee Board of Cosmetology and Barber Examiners (the Board), which regulates the cosmetology and barbering professions—have also increased. For example, the Board collects fees for initial licenses and license renewals for master barbers, barber technicians, cosmetologists, manicurists, aestheticians, natural hair stylists, eyelash specialists, and instructors, and other fees for things like replacing lost licenses, issuing reciprocal licenses for professionals coming from other states, and change of ownership for a shop or school.[15] Overall, the revenue collected from license fees has increased by 13.5% between fiscal years 2018-19 and 2023-24, from $2.8 million to $3.2 million (see table 5). The only category for which fee revenue has decreased is barber shops—it decreased by 14.7%. The fee revenue includes penalties for late license renewals and late required reporting from schools. The Board also collects civil penalties assessed for violations—in fiscal year 2023-24, it collected cosmetology and barbering civil penalties totaling $220,987.[16]

Licensing fee revenue collected by the Tennessee Board of Cosmetology and Barber Examiners for individual, shop, and school licenses has increased 13.5% between fiscal years 2018-19 and 2023-24.

Table 5. Percent Change in License Fee Revenue Cosmetology and Barbering Industry in Tennessee
Fiscal Year 2018-19 Compared to Fiscal Year 2023-24

License Type		Fee Revenue		Percent Change
		Fiscal Year 2018-19	Fiscal Year 2023-24	
Cosmetology	Individual	$ 1,927,695	$ 2,232,510	15.8%
	Shop	554,405	629,435	13.5%
	School	13,660	20,580	50.7%
Barbering	Individual	224,935	235,610	4.7%
	Shop	115,005	98,150	-14.7%
	School	5,435	7,360	35.4%
Total		**$ 2,841,135**	**$ 3,223,645**	**13.5%**

Note: License fee revenue includes penalties for late license renewals and late required reporting from schools. Dual barber cosmetology licenses are included.

Source: Emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and July 16, 2025.

[14] Tennessee Code Annotated, Section 67-6-205; and Tennessee Department of Revenue 2025.
[15] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.13 and Chapter 0200-01-.11.
[16] Emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and July 16, 2025.

Establishments, Employment, and Wages

According to the Tennessee Department of Labor and Workforce Development, barber shops, beauty salons, employees, and wages reported for the cosmetology and barbering industry increased from 2020 to 2024. Because this data does not include self-employed workers, it does not reflect a large number of individuals who work in the industry and the space they use to provide their services, often rented or leased suites. In fact, according to the US Census Bureau, in 2023, Tennessee had 36,547 "nonemployer" barber shop, beauty salon, and nail salon establishments—meaning they don't have employees on payroll.[17] This mostly includes people who are self-employed. Further, because income in the industry often comes in the form of tips and private business revenue, which are both commonly underreported, the reported wages for the industry are likely low compared to actual wages. See table 2 (reposted) and table 6.

In 2025, the Tennessee Department of Labor and Workforce Development classified cosmetologists as "in-demand" occupations, meaning they are jobs that "Tennessee employers have a high demand to fill."

Employment within the industry is likely to continue growing. In 2025, the Tennessee Department of Labor and Workforce Development classified cosmetologists as in-demand occupations, meaning they are jobs that "Tennessee employers have a high demand to fill." The department defines occupations as in-demand "when two of three measures of demand (job postings, projected job openings, and hires) are above the median relative to other occupations within the region."[18]

Table 2 (reposted). Percent Change in Barber and Beauty Shops, Salons, Employees, and Wages in Tennessee Calendar Year 2020 Compared to Calendar Year 2024

	Calendar Year 2020	Calendar Year 2024	Percent Change
Barber Shops and Beauty Salons	1,052	1,124	6.8%
Employees	7,017	7,345	4.7%
Wages	$201,947,733	$291,245,497	44.2%

Note: This data does not include self-employed workers.

Source: Email from Martha Wettemann, statistical analyst supervisor, WIRED Division,Tennessee Department of Labor and Workforce Development, September 22, 2025.

[17] US Census Bureau 2023. The US Census Bureau defines a nonemployer business as "an establishment without paid employees, that is subject to federal income taxes and has annual receipts of $1,000 or more ($1 or more for the Construction sector)." US Census Bureau 2025.
[18] Tennessee Department of Economic and Community Development, Tennessee Department of Education, and Tennessee Department of Labor and Workforce Development, and Tennessee Higher Education Commission and Tennessee Student Assistance Corporation 2025.

Table 6. Percent Change in Barber and Beauty Shops, Salons, Employees, and Wages in Tennessee Calendar Year 2020 through Calendar Year 2024

		Calendar Year 2020	Calendar Year 2021	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Percent Change
Barber Shops	Annual Average Number of Shops	79	89	96	104	112	**41.8%**
	Annual Average Number of Employees	652	668	683	703	777	**19.2%**
	Total Annual Wages	$20,576,171	$24,294,102	$26,507,372	$28,845,558	$32,709,401	**59.0%**
Beauty Salons	Annual Average Number of Shops	973	966	982	1,002	1,012	**4.0%**
	Annual Average Number of Employees	6,365	6,369	6,560	6,553	6,568	**3.2%**
	Total Annual Wages	$181,371,562	$217,655,399	$240,714,563	$251,576,453	$258,536,096	**42.5%**

Note: This data does not include self-employed workers. The earliest year of data provided is 2020.

Source: Email from Martha Wettemann, statistical analyst supervisor, WIRED Division, Tennessee Department of Labor and Workforce Development, September 22, 2025.

Active Licenses

Licensing trends provide insight into the evolving cosmetology and barbering professions in Tennessee. As of July 2025, there were 91,610 active cosmetology and barbering licenses of all types issued by the Tennessee Board of Cosmetology and Barber Examiners—an increase of 22.2% since fiscal year 2018-19 (see table 7). Active licenses include those that are expired but still within the three-year grace period.[19] Individuals and businesses can have more than one license, and holding an active license does not necessarily mean that an individual or entity is practicing or operating.

[19] Expired individual licenses that are within the three-year grace period can be renewed by paying a penalty. Email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, May 12, 2025.

Table 7. Percent Change in Active Tennessee Barber and Cosmetology Licenses Fiscal Year 2018-19 Compared to Fiscal Year 2024-25

License Type	Number of Licenses Fiscal Year 2018-19	Number of Licenses Fiscal Year 2024-25	Percent Change
Barber			
Barber Technician	27	25	-7.4%
Master Barber	5,562	5,979	7.5%
Barber Shop	1,863	1,374	-26.2%
Barber School	31	40	29.0%
Cosmetology			
Aesthetician	5,148	10,767	109.1%
Cosmetologist	36,407	39,587	8.7%
Cosmetologist/Aesthetician**	6,761	4,412	-34.7%
Eyelash Specialist*	0	84	
Hair Braider*	0	5,794	
Manicurist	8,312	10,931	31.5%
Natural Hair Stylist	262	438	67.2%
Shampooist/Manicurist**	77	48	-37.7%
Shampoo Technician**	17	0	
Eyelash Shop*	0	43	
Full-Service Cosmetology Shop	7,565	7,303	-3.5%
Manicure Shop	868	1,044	20.3%
Manicurist/Skin Care Shop	547	858	56.9%
Natural Hair Stylist Shop	58	56	-3.4%
Skin Care Shop	565	1,292	128.7%
Cosmetology School	78	117	50.0%
Dual Barber and Cosmetology			
Dual Barber Instructor*	0	39	
Dual Cosmetology Instructor*	0	12	
Dual Cosmetology and Master Barber Shop	845	1,367	61.8%
Total	**74,993**	**91,610**	**22.2%**

*These licenses didn't exist in fiscal year 2018-19: dual barber and dual cosmetology instructor were created in 2022, eyelash specialist and shop were created in 2023, and hair braiding certificate was created in 2019.

**The cosmetologist/aesthetician and shampooist/manicurist licenses are both being phased out, and shampoo technician was deregulated, meaning it can no longer be renewed. Tennessee Code Annotated, Section 62-4-117(e) and (f).

Source: TACIR staff analysis of data received in emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and August 15, 2025.

Among the different license types, most have increased over the last 10 years, with aesthetician licenses seeing the greatest increase overall, while dual licenses for cosmetology and master barber shops, skincare shop licenses, and natural hair stylist licenses have had the largest percentage increases. Barber technician, barber shop, full-service cosmetology shop, and natural hair stylist shop licenses have decreased. Two licenses—cosmetologist/aesthetician and shampooist/manicurist—are being phased out, and the shampoo technician license was deregulated in 2017, meaning it can no longer be renewed. In addition, several new license and certificate types have been established: dual barber and dual cosmetology instructor were created in 2022,[20] eyelash specialist was created in 2023,[21] and a hair braiding certificate was created in 2019.[22] The aesthetician, manicurist, and natural hair licenses also provide opportunities to specialize.

Enrollment and Graduates of Tennessee College of Applied Technology Cosmetology and Barbering Programs and Enrollment through Career and Technical Education

Enrollment and graduation rates in cosmetology and barbering education programs offered at Tennessee Colleges of Applied Technology (TCAT) and through the Career and Technical Education (CTE) human services pathway have demonstrated consistent growth, reflecting an increased interest in and demand for careers in cosmetology and barbering. At TCAT institutions offering cosmetology or barbering programs, between the 2018-19 and 2024-25 academic years, enrollment in these programs increased approximately 156.8%, with cosmetology programs experiencing the greatest overall increase compared to barbering and instructor programs; graduates from these programs increased by 66.5% (see tables 8 and 9). TACIR staff analysis of CTE enrollment showed a similar trend—enrollment in those cosmetology programs increased 29.5% and barbering programs by 166.4% between academic years 2018-19 and 2024-25.[23]

Enrollment in TCAT institutions offering cosmetology or barbering programs increased approximately 156.8%, and graduates from these programs increased by 66.5%. Career and Technical Education enrollment also increased in cosmetology programs by 29.5% and in barbering programs by 166.4%.

[20] Public Chapter 955, Acts of 2022.
[21] Public Chapter 214, Acts of 2023.
[22] Public Chapter 207, Acts of 2019; and emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and August 15, 2025.
[23] Email from Abby Cunningham, senior coordinator of CTE programs, Tennessee Department of Education, October 27, 2025.

Table 8. Percent Change in Student Enrollment in TCAT Cosmetology and Barbering Programs
Academic Year 2018-19 through Academic Year 2024-25

Program	Academic Year							Percent Change
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	
Cosmetology	1,353	1,511	1,557	1,685	2,261	2,857	3,511	159.5%
Cosmetology Instructor Training	3	4	4	5	7	20	28	833.3%
Barbering	152	131	149	175	207	249	330	117.1%
Barbering Instructor Training	NA	0	1	1	0	4	4	NA
Total	**1,508**	**1,646**	**1,711**	**1,866**	**2,475**	**3,130**	**3,873**	**156.8%**

Source: Email from John Williams, associate vice chancellor for government and public relations, Tennessee Board of Regents, December 8, 2025.

Table 9. Percent Change in Student Graduates from TCAT Cosmetology and Barbering Programs
Academic Year 2018-19 through Academic Year 2024-25

Program	Academic Year							Percent Change
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	
Cosmetology	382	352	458	460	499	596	614	60.7%
Cosmetology Instructor Training	3	1	2	1	7	14	18	500.0%
Barbering	33	27	45	38	69	51	63	90.9%
Barbering Instructor Training	NA	NA	0	0	0	3	1	NA
Total	**418**	**380**	**505**	**499**	**575**	**664**	**696**	**66.5%**

Source: Email from John Williams, associate vice chancellor for government and public relations, Tennessee Board of Regents, December 8, 2025.

Trade Shows and Conferences

While trade shows and conferences can generate substantial economic benefits, they are held only sporadically in Tennessee. Further, the Tennessee Department of Tourist Development does not collect data on hair or beauty shows, making it difficult to evaluate their overall contribution

to the state's economy.[24] Individual events, however, demonstrate the potential effect these shows and conferences can have. For example, the Music City Center in Nashville hosted the Mary Kay Inc. Leadership conference in January 2023, drawing in 6,000 attendees and generating an estimated $6.8 million in direct spending. Another conference is scheduled for 2026. In 2024, the Sport Clips National Huddle conference—also held at the Music City Center—attracted 3,700 attendees and an estimated $2.5 million in direct spending.[25] In addition to the economic benefit, trade shows and conferences provide opportunities for industry professionals to network and update their skills through continuing education offered during the events.[26]

The Tennessee Board of Cosmetology and Barber Examiners regulates the state's industry through licensing.

The Tennessee Board of Cosmetology and Barber Examiners protects the public health, safety and welfare of consumers by regulating individuals, shops, and schools and requiring them to have a license or certificate issued by the Board to provide cosmetology or barbering services in the state.

The Tennessee Board of Cosmetology and Barber Examiners (the Board) safeguards the public health, safety, and welfare of consumers by regulating all professions encompassed under cosmetology and barbering through a licensing system. This regulation is especially important in the cosmetology and barbering industry because, compared to many other professions, it involves more skin-to-skin contact and personal interaction.[27] The regulated individuals and entities include cosmetologists, instructors, aestheticians, manicurists, natural hair stylists, hair braiders, eyelash specialists, cosmetology shops, master barbers, barber technicians, barber instructors, barber shops, and cosmetology and barber schools. These individuals, shops, and schools must all have a license issued by the Board to provide services in the state; hair braiders must have a certificate.[28] Individuals must complete required training and practical and theory exams to obtain their license and are required to pay fees for both the exams and license. Additionally, inspections are conducted to ensure that health and safety standards in schools and shops are maintained.[29] Tennessee's regulation of the industry aligns with several other states,[30] and the state has adjusted to changes in the industry by moving towards license specialization to allow individuals to focus on specific services, such as manicuring and aesthetics.

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[24] Interview with Josh Gibson, research director, Tennessee Department of Tourist Development, June 30, 2025.
[25] Interview with Bruce McGregor, senior vice president, research, Nashville Convention and Visitors Corp, July 9, 2025, and email received September 23, 2025.
[26] Interview with Craig Charles, owner, Crown Cutz Academy of Barber & Style, June 17, 2025.
[27] Pham and Donovan 2019.
[28] Tennessee Department of Commerce and Insurance "Cosmetology and Barber Examiners."
[29] Interview with Don McCormick, executive director, Regulatory Boards Investigations and Fields Enforcement Unit, Tennessee Department of Commerce and Insurance, June 27, 2025.
[30] TACIR staff analysis of other states' statutes; and email from Annie Miller, policy associate, Employment, Labor & Retirement Program, National Conference of State Legislatures, July 2, 2025.

Tennessee requires training, exams, and fees for individuals seeking licenses or a certificate in cosmetology, barbering, and specialty professions.

Tennessee requires individuals seeking licensure in cosmetology, barbering, and the various specialty professions within the industry to complete a specific number of training hours. Requirements to obtain a license for a specific profession—such as manicurist or aesthetician—in the industry vary, and individual license requirements are distinct from requirements to operate a shop or school. For example, to obtain an individual cosmetology or master barber license in Tennessee—which both allow individuals to work in most of the specialty disciplines within the industry—the Board requires individuals to complete 1,500 hours of training.[31] For individuals who would like to focus on one kind of service, there are other options for licenses. These specialty licenses require fewer program hours than the full cosmetology or master barber license. Training requirements for other types of licenses include:

To obtain a cosmetology or master barber license in Tennessee, individuals must complete 1,500 hours of training; for individuals who would like to focus on one type of service, specialty licenses are an option that require fewer training hours.

- Barber technician: 340 hours (established 1986)[32]
- Aesthetician: 750 hours (established 1987)[33]
- Manicurist: 600 hours (established 1988)[34]
- Natural hair stylist: 300 hours (established 1996)[35]
- Eyelash specialist: 300 hours (established 2023)[36]
- Instructor: 300 hours (must have already been licensed three years)[37]
- Hair braiding certificate – 16 hours (established 2019)[38]

Along with licenses, options for specialized cosmetology education have expanded. Legislation was passed in 2013 allowing schools to specialize in natural hair styling, manicuring, and aesthetics and authorizing the Board to promulgate rules for these schools.[39] This change allowed for more focused educational opportunities—if someone wants to open a private aesthetics school, for example, this law allows them to do so. Previously, schools only covered the full cosmetology and barbering curricula. The figure shows a timeline of relevant legislation since 1929 when the barber board was established.

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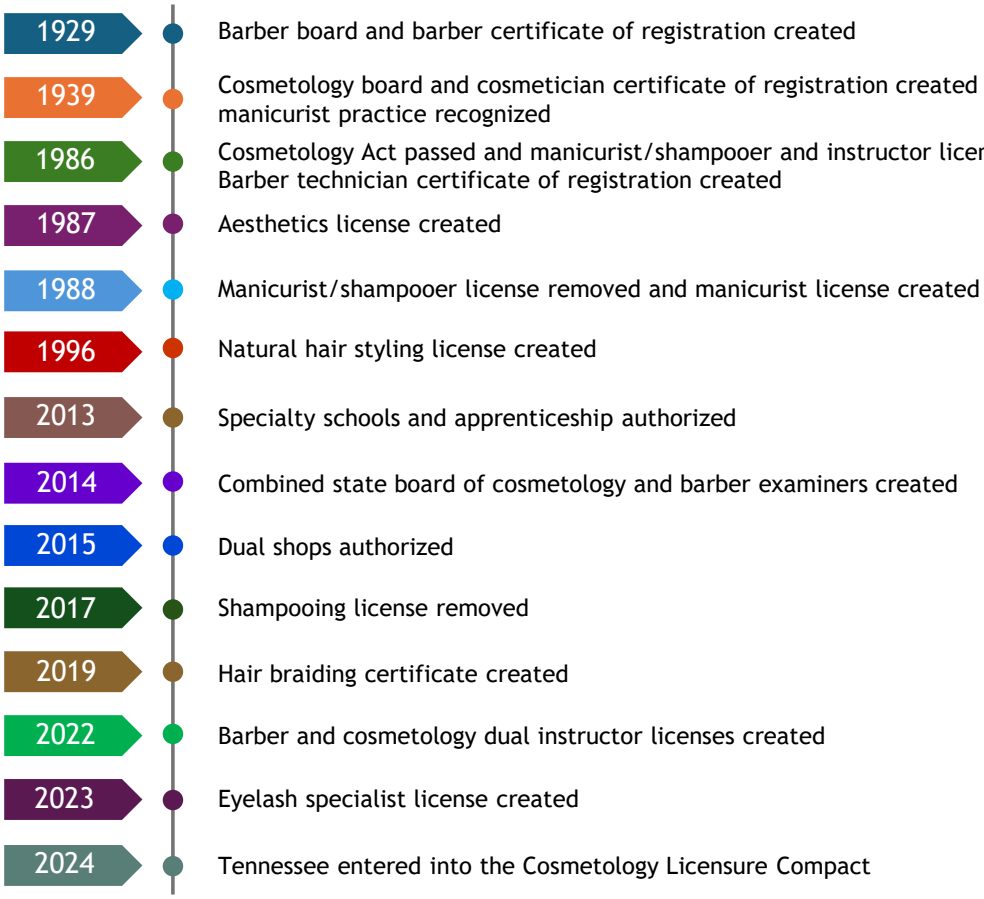
[31] Tennessee Code Annotated, Sections 62-3-110 and 62-4-110. See also Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.03 and Chapter 0200-01-.02.
[32] Tennessee Code Annotated, Section 62-3-110.
[33] Tennessee Code Annotated, Section 62-4-110.
[34] Ibid.
[35] Ibid.
[36] Ibid.
[37] Tennessee Code Annotated, Sections 62-3-124 and 62-4-110.
[38] Tennessee Code Annotated, Section 62-4-135.
[39] Public Chapter 447, Acts of 2013.

Figure. Tennessee Barbering and Cosmetology Legislative Highlights Timeline



Note: This timeline is not inclusive of all legislation passed related to cosmetology and barbering.

Source: Tennessee Code Annotated, Sections 62-3-101 et seq., 62-4-101 et seq., and 62-4-201 et seq.; and Tennessee Department of Commerce and Insurance "Cosmetology and Barber Examiners."

Examinations and licensure fees are required of all individuals as part of obtaining and maintaining their licenses.[40] To obtain a license of any type, individuals must complete the required education and pass both a practical and a theory exam, at a cost of $67 each.[41] The Board contracts with PSI, a private testing company, to administer the exams.[42] Individuals must earn minimum licensure exam scores of 70% and must pass all exams no more than three years after passing the initial theory exam. If after three years, an individual has not completed all of their examinations, then their scores on any exams they have passed are vacated, and they

[40] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01.13 and Chapter 0200-01.11.
[41] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.13 and Chapter 0200-01-.11; and email from Roxana Gumucio, executive director, Regulatory Boards Division, Department of Commerce and Insurance, December 23, 2025.
[42] Email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, May 12, 2025.

are required to retake all exams.[43] The hair braiding certificate has its own specific requirements, including attending 16 hours of health and hygiene training either in person or online, as approved by the commissioner of the Department of Commerce and Insurance, and registering every two years with the department for a fee of $30.[44]

The Board also collects fees for initial licenses and renewals.[45] For individual practitioners, the fees are $60 each for both initial licenses and renewals. For instructors, the initial license fee is $80, and the renewal fee is $70.[46] Individual practitioner and instructor licenses are renewed every two years.[47] Table 10 shows a few license fees collected by the Board. Like other regulatory boards in the state, the Board is required to be fully funded by the fees and penalties it collects, and it does not receive funding from the state.[48]

Tennessee's licensing of cosmetology and barbering professionals aligns with other states.

Tennessee's licensing of cosmetology and barbering professionals aligns with other states. All 50 states regulate the industry through licensing and training requirements, fees, and minimum age requirements for licensure.[49] Although there is variation in the types of licenses offered and the number of hours of training required, Tennessee falls in the middle of the range in terms of requirements for its cosmetology and master barber licenses. Like 19 other states, Tennessee requires 1,500 hours of training to obtain a master barber license, while 22 states require fewer hours, and seven require more. In New York, the approved barber schools in the state determine the hours of training required. For cosmetology licenses, Tennessee is one of 26 states that requires 1,500 hours of training, while 11 require fewer hours, and 11 others require more. Two states—Alaska and Oregon—don't have a cosmetology license.

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[43] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.09 and Chapter 0200-01.09.

[44] Tennessee Code Annotated, Section 62-4-135.

[45] Tennessee Code Annotated, Section 62-4-110.

[46] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.13 and Chapter 0200-01-.11; and email from Roxana Gumucio, executive director, Regulatory Boards Division, Department of Commerce and Insurance, May 12, 2025.

[47] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.13 and Chapter 0200-01-.11; and email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, May 12, 2025.

[48] Tennessee Code Annotated, Section 4-29-121; and emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and July 16, 2025.

[49] TACIR staff analysis of other states' statutes; and email from Annie Miller, policy associate, Employment, Labor & Retirement Program, National Conference of State Legislatures, July 2, 2025.

Table 10. Summary of Tennessee Cosmetology and Barber Examination, Certificate, and License Fees

Item		Fee Amount
Theory exam		$67
Practical exam		$67
Original and renewal of hair braiding certificate		$30
Original individual license	Cosmetologist, manicurist, aesthetician, natural hair stylist, eyelash specialist, master barber, and barber technician	$60
	Instructor - cosmetology and barber	$80
Renewal of individual license	Cosmetologist, manicurist, aesthetician, natural hair stylist, eyelash specialist, master barber, and barber technician	$60
	Instructor - cosmetology and barber	$70
License for cosmetology, manicure, skin care, natural hair stylist, manicure/skin care, eyelash services, or barber shops	New shop	$100
	Inspection of new shop	$50
	Renewal	$75
Cosmetology and barber schools	New school	$350
	Renewal - annual	$150
Reciprocity	Cosmetology and barber individual licenses	$100

Note: This table does not include all fees charged by the Tennessee Board of Cosmetology and Barber Examiners.

Source: Tennessee Code Annotated, Section 62-4-135; Tennessee Department of Commerce and Insurance "Hair Braider"; Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.13 and Chapter 0200-01-.11; and email from Roxana Gumucio, executive director, Regulatory Boards Division, Department of Commerce and Insurance, December 23, 2025.

The Board collects fees for initial licenses and renewals—like other regulatory boards in the state, it is required to be fully funded by the fees and penalties it collects, and it does not receive funding from the state.

Licensing requirements for shops and schools focus on safety and sanitation, along with additional requirements related to equipment, space, and reporting.

The requirements for licensure differ between shops, schools, and individuals. While individuals receive training on safety and sanitation, the primary requirements for shops and schools are different. Shops and schools are required to provide proper safety and sanitation—similar to training and requirements for individuals—but in addition to that, they must also meet certain equipment, space, and reporting requirements. For example, other than specialty schools—ones that do not teach all services encompassed under a full cosmetology or master barber license but rather, only specific services—all schools must contain at least 2,200 square feet of instructional space.[50] Schools are required to publish admission policies and license requirements, submit regular reporting, and have enrollment and administrative processes. School licenses are renewed every year, and shop licenses are renewed every two years.[51] Separately, prospective shop owners and private schools are subject to the same requirements for obtaining business licenses as any other business in Tennessee.[52]

Inspections play an important role in enforcing cosmetology and barbering regulations and maintaining public health and safety standards across Tennessee.

Inspections are conducted to enforce regulations.

Inspections play an important role in enforcing cosmetology and barbering regulations and maintaining public health and safety standards across Tennessee. To ensure that license and sanitation requirements are met, state law requires that the Division of Regulatory Boards within the Tennessee Department of Commerce and Insurance assigns field inspectors to areas of the state to conduct inspections of new and existing businesses and investigate complaints for all regulatory boards within the department, including the Board of Cosmetology and Barber Examiners.[53] When entering a shop or school, inspectors check for a valid business license, individual licenses for professionals working in the shops and schools, and proper equipment and sanitation, and they complete a checklist (see appendix B) with a score that is required to be posted and visible to the public in the business. When field inspectors find a violation, they issue the business a notice of violation and submit a complaint to the regulatory board's complaints division.[54] Beginning in fiscal year 2025-26, the number of inspectors across all regulatory boards under the Department

[50] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01.
[51] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.05; and Tennessee Code Annotated, Section 62-4-118(j).
[52] Tennessee Department of Revenue "For New Businesses."
[53] Tennessee Code Annotated, Section 62-4-120.
[54] Interview with Roxana Gumucio, executive director, Regulatory Boards Division, and Joseph Wharton, associate general counsel, Office of Legal Counsel, Regulatory Boards Division, Department of Commerce and Insurance, August 1, 2025.

of Commerce and Insurance was reduced from 22 to 14, and the inspection schedule was changed from once a year to every two years.[55]

The Board tries to resolve complaints with the businesses before ordering corrective actions or assessing penalties. For complaints submitted by inspectors—called administrative complaints—shops are only re-inspected if a concern remains, for example if corrective action isn't taken by the business. The public also can submit complaints to the division through an online portal.[56] They are reviewed using the same process as inspectors' complaints. For these complaints—called consumer complaints—inspectors return to the business to check whether corrective action was completed.[57] For both administrative and consumer complaints, the Board uses an agreed citation schedule with five levels of offenses to determine the course of disciplinary action, if any. Disciplinary actions range from correcting the violation or paying a fine to license suspension or, in rare situations, license revocation. The most common complaints involve expired licenses and improper sanitation practices, and many complaints received are found to be outside of what the Board regulates—for example, poor customer service or a service regulated by a different agency.[58] Complaints resulting in disciplinary action have been less than 1% of the total number of active licenses each year since fiscal year 2018-19.[59]

The Board tries to resolve complaints with businesses before ordering corrective actions or assessing penalties; complaints resulting in disciplinary action have been less than 1% of the total number of active licenses each year since fiscal year 2018-19.

While Tennessee has adapted to specialization within the industry with specialty licenses, it does not have a hair styling license focused only on hair-related services.

The cosmetology and barbering industry has evolved over time, shifting toward specialization. Full cosmetology shops offering all services are not as common as they were in the past—now, there are specialty shops focusing on specific services, such as nails, facials, eyelashes, and hair styling. As observed by one professional school, "In the future, specialization will be a key driver for success in cosmetology. . . . With specialized skills, cosmetologists can cater to niche markets and offer premium services, which often come with higher income potential."[60] Regarding industry trends, a licensing representative from West Virginia said "we do see a lot of salons or shops that are specifically targeted

[55] Interview with Don McCormick, executive director, Regulatory Boards Investigations and Fields Enforcement Unit, Tennessee Department of Commerce and Insurance, June 27, 2025.
[56] Tennessee Department of Commerce and Insurance "File a Complaint."
[57] Interview with Roxana Gumucio, executive director, Regulatory Boards Division, and Joseph Wharton, associate general counsel, Office of Legal Counsel, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, August 1, 2025.
[58] Email from Joseph Wharton, associate general counsel, Office of Legal Counsel, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 29, 2025.
[59] TACIR staff analysis of data received in emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and August 28, 2025.
[60] Summit Salon Academy Portland 2024.

towards one of the disciplines—either hair, skin, or nails. There are still a lot of salons that will offer all services, but I have noticed salons becoming more specialized in certain areas over the last seven years that I have been here."[61] For example, according to the Professional Beauty Association's 2025 report on the national salon industry, nail salons make up 23% of all salon establishments and increased the most between 2013 and 2023. Nationwide, over the next 10 years, in addition to the growth in cosmetology jobs, manicurist jobs are projected to grow by 16% and skincare jobs by 40%.[62]

Specialty license numbers in the state reflect the specialization trend—between fiscal years 2018-19 and 2024-25, the number of aesthetician licenses increased by 109.1%, from 5,148 to 10,767, and the number of natural hair stylist licenses increased by 67.2%, from 262 to 438.

Some instructors in Tennessee similarly agree that a lot of people entering the industry want to focus on one service, like hair or nails, and salons have become specialized.[63] The change in licensing numbers in the state also illustrates the trend—between fiscal years 2018-19 and 2024-25, for example, the number of aesthetician licenses increased by 109.1%, from 5,148 to 10,767, and the number of natural hair stylist licenses increased by 67.2%, from 262 to 438, whereas the number of master barber and cosmetology licenses—the two non-specialized licenses—increased by 7.5%, from 5,562 to 5,979, and 8.7%, from 36,407 to 39,587, respectively.[64]

Tennessee has adapted to this trend by establishing several specialty licenses and authorizing specialty schools for services including nails, aesthetics, natural hair styling, and eyelashes.

Specialty licenses can be beneficial in helping individuals focus on specific interests, saving them both time and money in completing their education and more quickly starting their careers.[65] A representative of the Professional Beauty Association said the organization is generally not opposed to specialty licenses if it makes sense and seems helpful.[66] In addition to the full cosmetology program, in Tennessee and other states, professional cosmetology schools also offer shorter and more affordable programs such as nail treatment, skincare, and hair styling that are designed to teach specific skills to work in the beauty industry.[67]

Like other states, Tennessee has adapted to specialization within the industry by establishing several specialty licenses and authorizing specialty schools, including nails, aesthetics, natural hair styling, and eyelashes, along with a certificate for hair braiding. Under the current licensing structure, an individual who wants to provide only hair services is required to complete the full 1,500-hour cosmetology or barbering curriculum and

[61] Email from Kiana L. Carroll, administrative assistant, Board of Barbers and Cosmetologists, State of West Virginia, November 18, 2025.
[62] Professional Beauty Association 2025b.
[63] Interviews with Christina Heard, senior instructor, cosmetology, Tennessee College of Applied Technology Nashville - Portland Campus, June 13, 2025; Chelsea Joffray, owner, The Hideout and Hideaway Academy, September 5, 2025; and Paige Garland, owner, Rachel's Salon and Day Spa, September 5, 2025.
[64] TACIR staff analysis of data received in emails from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, July 9 and August 15, 2025.
[65] Knepper et al. 2022.
[66] Interview with Kati Rapoza, government affairs manager, Professional Beauty Association, August 12, 2025.
[67] Pham and Donovan 2019.

pass the theory and practical exams to obtain a cosmetology or barber license, which includes services such as hair, nails, skin, eyelashes, and waxing.[68] Because the curricula cover all types of services, less time is spent focusing on each individual type of service. A 1,500-hour program is also likely to cost more than a program with fewer hours.[69]

Hair styling, however, is a specialty license that has not been established in Tennessee. The executive director of the Tennessee Board of Cosmetology and Barber Examiners said she does not see an issue with having a separate hair license and that offering a "specific license welcomes individuals who only want to offer that service" and helps them complete licensure training more quickly.[70] And a new specialty license for hair styling that includes both natural and chemical services—such as cuts and coloring—could be popular in Tennessee. One TCAT instructor estimated that 90% to 95% of cosmetology students only want to do hair and do not want to do nails or skincare services and suggested a 1,200-hour requirement for a hair-focused license.[71]

Sixteen other states have separate hair styling, hair design, or hairdresser licenses.[72] The required hours for hair-focused licenses in those states range from 600 to 1,650, with the average being about 1,000 hours. One state, Maryland, in addition to its limited hair stylist license (1,200 hours), has a limited blow dry stylist license that requires 350 hours, and Utah has a haircutting permit requiring 150 hours, in addition to its master hair designer license (1,000 hours). Two states, Alaska and Oregon, eliminated the cosmetology license and offer only specialty licenses; Alaska requires 1,650 hours for its hairdresser license, and Oregon requires 1,110 hours for its hair design license. A representative from West Virginia said they do not think the creation of the hair stylist license and program in the state has had a negative effect and, instead, has provided another opportunity for students who only want to do hair styling.[73]

There are tradeoffs to having specialty licenses, including hair stylist licenses. They limit people to working on one type of service provision—for example, a hair stylist license limits people to working only on hair. Additionally, someone who moves to another state might need to retake

A new specialty license for hair styling that includes both natural and chemical services—such as cuts and coloring—could be popular in Tennessee.

A West Virginia representative said establishing a hair stylist license and program in their state has provided an opportunity for students who only want to do hair styling.

[68] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0200-01-.02.
[69] Pham and Donovan 2019; Knepper et al. 2022; and interviews with David Gould, owner, Gould's Salon Spa Academy & Luxe Salon Suites, September 16, 2025; and Paige Garland, owner, Rachel's Salon and Day Spa, September 5, 2025.
[70] Email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, October 28, 2025.
[71] Email from Christina Heard, senior instructor, cosmetology, Tennessee College of Applied Technology Nashville - Portland Campus, October 17, 2025.
[72] Alaska, Arizona, California, Colorado, Georgia, Hawaii, Maine, Maryland, Minnesota, New Mexico, Ohio, Oregon, Utah, Washington, West Virginia, and Wyoming. TACIR staff analysis of other states' statutes.
[73] Email from Kiana L. Carroll, administrative assistant, Board of Barbers and Cosmetologists, State of West Virginia, November 18, 2025.

at least part of their training and exams in that state to obtain the specific type of license offered there. The executive director of the Wyoming Board of Cosmetology said that while they have not seen negative effects from their hair stylist license, because not all states have hair stylist licenses, it is important to let people know that their license might not be transferable to another state.[74] A representative from Georgia said that although sometimes students change their mind—mostly master cosmetology apprentices who decide they would rather study for one exam area, like hair design—the hair design license has been a good option in their state.[75]

States, including Tennessee, have laws that allow people to move between states and transfer their license if they meet certain criteria. The laws and requirements vary by state. In general, industry representatives advocate improving reciprocity between states.[76] To further support mobility within the industry, in 2022, the Council of State Governments and US Department of Defense partnered to create an interstate agreement called the Cosmetology Licensure Compact. The Compact is designed to enable cosmetologists to obtain a multistate license to practice in any state that has joined the Compact, rather than an individual having to obtain a new license in each state they want to practice in.[77] The language of the Compact must be the same in every participating state. Tennessee enacted and joined the Cosmetology Licensure Compact in 2024;[78] as of 2026, 11 states have passed legislation to join the compact,[79] and nine states have pending legislation.[80]

States, including Tennessee, have reciprocity laws allowing people to move between states and transfer their license if they meet certain criteria, and to further support industry mobility, 11 states, including Tennessee, have joined the Cosmetology Licensure Compact, designed to help cosmetologists obtain a license to practice in any state that has joined the Compact.

There are several education and financial aid options available to individuals to complete their training hours for licensure.

There are several educational pathways available for individuals seeking to complete the required training hours to obtain a cosmetology license, master barber or barber technician license, or specialty license in Tennessee. Individuals have the option to attend one of Tennessee's Colleges of Applied Technology (TCAT) or a private school offering cosmetology or barbering training programs. The Tennessee Department of Education's Career and Technical Education program and dual enrollment courses provide opportunities for high school students, and apprenticeships and

[74] Interview with Sharon Bennett, executive director, Wyoming Board of Cosmetology, November 18, 2025.
[75] Interview with Chris Jones, executive director, and Charita Hodges, cosmetology supervisor, Professional Licensing Boards Division, Georgia Secretary of State, December 5, 2025.
[76] Pham and Donovan 2019.
[77] Cosmetology Compact "Cosmetology Licensure Compact, About."
[78] Public Chapter 1060, Acts of 2024.
[79] Alabama, Arizona, Colorado, Kansas, Kentucky, Maryland, Ohio, Tennessee, Virginia, Washington, and West Virginia. Cosmetology Compact "Cosmetology Licensure Compact, Compact Map."
[80] Delaware, Hawaii, Massachusetts, Nebraska, New Jersey, New York, Pennsylvania, Vermont, and Wisconsin. Cosmetology Compact "Cosmetology Licensure Compact, Compact Map."

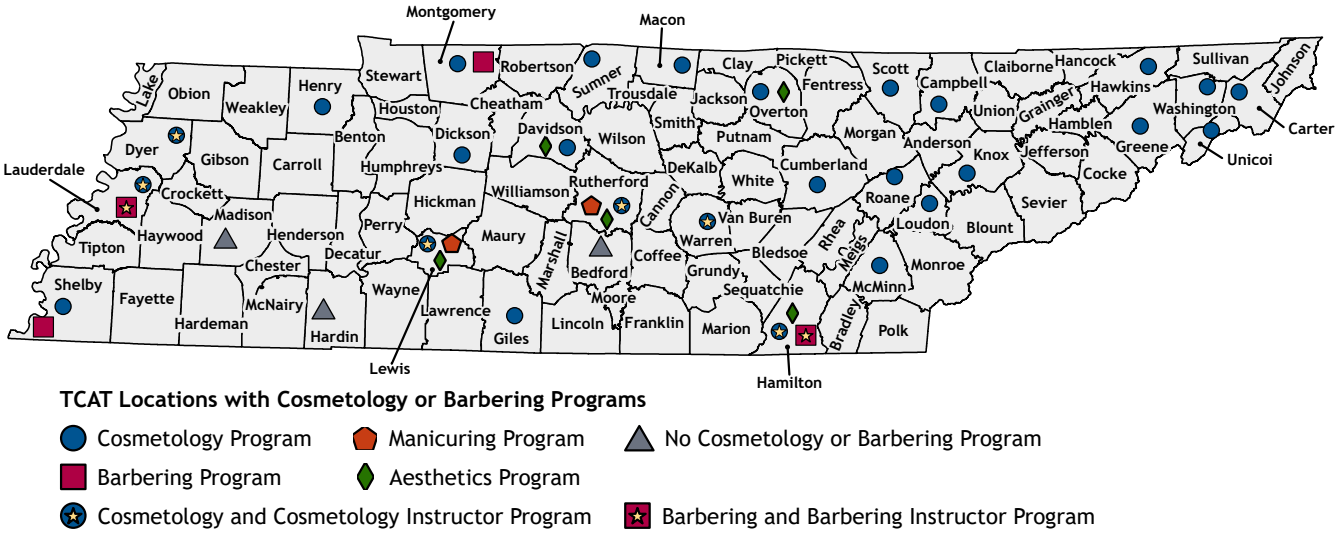
programs in correctional facilities are alternatives for adults. Financial aid is available for some programs.

Tennessee Colleges of Applied Technology and Private School Programs

The Tennessee Board of Regents (TBR) offers cosmetology or barbering training options through 19 of its 23 TCATs. Some TCATs offer programs at more than one location, and some also offer manicuring, aesthetics, or cosmetology and barbering instructor programs.[81] Including a new barbering program that started in Dickson and a new cosmetology program that started in Pulaski in January 2026,[82] four TCAT locations offer barbering, and 27 offer cosmetology, including a program in Hartsville that is solely dual enrollment (see map 1 and appendix C). Tuition and mandatory fees—including maintenance, student access, and technology access fees—are the same for any TCAT program of study and are based on the number of hours. For the 2025-26 academic year, tuition and fees for

The Tennessee Board of Regents offers cosmetology or barbering training programs at 19 of its 23 Tennessee Colleges of Applied Technology; some locations also offer specialty programs in manicuring, aesthetics, or cosmetology and barbering instructor programs.

Map 1. TCAT Cosmetology and Barbering Programs as of December 2025



TCAT Locations with Cosmetology or Barbering Programs

- Cosmetology Program
- Manicuring Program
- No Cosmetology or Barbering Program
- Barbering Program
- Aesthetics Program
- Cosmetology and Cosmetology Instructor Program
- Barbering and Barbering Instructor Program

Note: Some colleges offer programs at more than one location. The cosmetology program at the TCAT Hartsville location in Macon County is dual enrollment only. The barbering program at the TCAT Dickson location in Montgomery County and the cosmetology program at the TCAT Pulaski location in Giles County started in January 2026.

Source: TBR - The College System of Tennessee "Colleges of Applied Technology"; and email from Tachaka Hollins, assistant vice chancellor for academic affairs, Office of Academic Affairs, Tennessee Board of Regents, November 17, 2025.

[81] TBR – The College System of Tennessee "Colleges of Applied Technology."
[82] Email from Tachaka Hollins, assistant vice chancellor for academic affairs, Office of Academic Affairs, Tennessee Board of Regents, November 17, 2025.

a 1,500-hour cosmetology or barbering program total $5,321.[83] Books and supply costs vary depending on the campus, program, and instructor—for cosmetology and barbering programs the cost is approximately $1,900.[84] Each program is also subject to additional board-approved program-specific fees.[85]

Although TCATs can have waitlists, they do not necessarily reflect unmet capacity. Because people are added and removed from the lists daily for different reasons, the lists are more like queues showing a point-in-time snapshot, and a TCAT program could have a waitlist at any given time. It is difficult to discern which individuals are waiting because of the lack of seats available. For example, a high school student who has applied to a program to start after they graduate would be on a waitlist. Or an adult who applies and needs to wait to start because they are finishing up other things in their life would also be placed on a waitlist.[86] According to TBR staff, waitlist times are usually no more than six months.[87] Cosmetology has consistently ranked as one of the top program offerings at the state's TCATs for the last several years.[88]

TCATs' waitlists are not necessarily reflective of unmet capacity. Instead, people are added and removed from the lists daily for a variety of reasons, and they are more like point-in-time snapshots.

In addition to the programs offered by TCATs, individuals may choose to attend one of the state's 156 currently licensed private schools (see map 2).[89] The private cosmetology, barbering, and specialty schools are listed on the Board of Cosmetology and Barber Examiner's website.[90] On average, private school tuition ranges between $20,000 and $25,000.[91]

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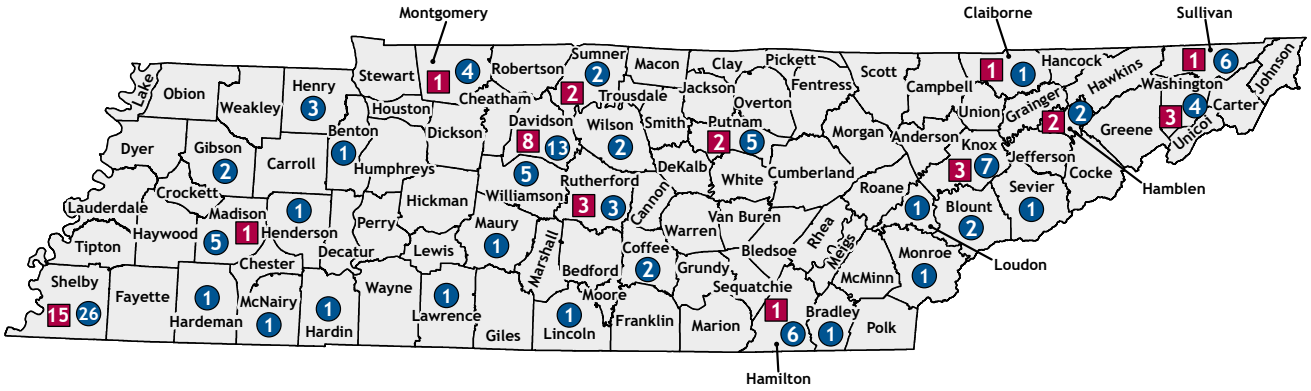
[83] Fees might not appear the same on different TCAT websites because schools can present the trimester-hour breakdown differently on their cost lists. Email from Alisha Fox, executive vice chancellor for business and finance, Tennessee Board of Regents, October 9, 2025.
[84] Email from Tachaka Hollins, assistant vice chancellor for academic affairs, Office of Academic Affairs, Tennessee Board of Regents, September 30, 2025.
[85] Emails from Alisha Fox, executive vice chancellor for business and finance, Tennessee Board of Regents, October 9, 2025.
[86] Email from John Williams, associate vice chancellor for government and public relations, Tennessee Board of Regents, November 4, 2025.
[87] Interview with Tennessee Board of Regents staff, October 21, 2025.
[88] Email from John Williams, associate vice chancellor for government and public relations, Tennessee Board of Regents, November 4, 2025.
[89] Email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, December 1, 2025.
[90] Tennessee Department of Commerce and Insurance "Listing of Barber Schools" and "Listing of Cosmetology Schools."
[91] Interview with Chelsea Joffray, owner, The Hideout and Hideaway Academy, September 5, 2025.

Map 2. Cosmetology and Barbering Private Schools in Tennessee as of November 2025



Note: The numbers within each symbol indicate the total number of schools in that county. The schools shown include schools that focus on specialties such as hair design, nails, and aesthetics.

Source: Email from Roxana Gumucio, executive director, Regulatory Boards Division, Department of Commerce and Insurance, November 26, 2025.

The Tennessee Department of Education's Career and Technical Education Program and High School Dual Enrollment Programs

Individuals have the option to start and complete their training while in high school through the Tennessee Department of Education's Career and Technical Education (CTE) cosmetology or barbering program. This program helps high school students take courses and complete required license hours. Students can take four levels of cosmetology or barbering courses and a work-based practicum as their final course. Once they complete all four levels of the coursework, students are eligible to take the state board exam and can be fully licensed by the time they graduate.[92] If a student completes some but not all of the required CTE courses, they may still be able to count those hours towards obtaining a license, if they go on to attend a cosmetology or barbering program at a TCAT or private school that accepts their CTE hours and if they submit those hours to the state.[93] A few schools in the state offer CTE cosmetology or barbering courses, and not every school offers all four levels. For example, 14 schools in eight districts offer level one of barbering, and 11 schools in five districts offer

The Tennessee Department of Education's Career and Technical Education offers cosmetology and barbering programs that allow individuals the option to start and complete their training while still in high school.

[92] Interview with Abby Cunningham, senior coordinator of CTE Programs, and Daniel Aldrige, director of CTE Programs, Tennessee Department of Education, June 27, 2025.
[93] Email from Abby Cunningham, senior coordinator of CTE Programs, Tennessee Department of Education, January 12, 2026.

level four, while 102 schools in 48 districts offer level one of cosmetology, and 109 schools in 67 districts offer level four.[94]

Dual enrollment courses, also offered through the Department of Education, allow high school students the option to take courses through their local TCAT for credit towards eventual completion of a program. At TCATs, dual enrollment is fully funded beginning in 9th grade.[95] During academic year 2023-24, 35 high schools offered dual enrollment in cosmetology (see appendix D). Like the CTE program, dual enrollment allows high school students to get an early start on taking the required classes needed for licensure. But unlike CTE, students who take dual enrollment courses earn both high school and post-secondary college level credits for the courses they take. Some CTE programs have a dual enrollment option when both are offered at a high school, but this is not always the case.[96]

Dual enrollment courses offered through the Tennessee Department of Education allow high school students to take courses through their local TCAT for credit towards eventual completion of a program.

Apprenticeships

Since 2013, any licensed school with a cosmetology or barbering program, including TCATs and private schools, is authorized to develop courses of instruction and practice for an apprenticeship program. These apprenticeship programs offer an option for individuals to complete a portion of their required training hours in a shop or salon as opposed to fully completing them in a school.[97] Apprentices complete half of the hours required for a specific license through classroom instruction and half under the direct supervision and responsible charge of a licensed professional; the supervising professional, school, and shop must meet certain requirements to participate in the apprenticeship program.[98] Since 2015, Tennessee has set a limit of one apprentice per supervising licensed professional; however, new rules effective December 2025, increased the limit to three apprentices, though the supervising licensed professional can only provide supervised instruction to one student at a time.[99] Several stakeholders said that while apprenticeships are helpful in filling the skills gap to prepare students for work, there are challenges with finding a licensed cosmetologist or master barber that has the time, teaching experience, and desire to teach an apprentice while also working with clients in a shop.[100] As of February 2026, there were 31 cosmetology

Apprenticeships are another option for individuals to complete their required training hours—half of the hours required for a specific license are completed through classroom instruction, while the other half are completed under the direct supervision of a licensed professional in a shop or salon.

[94] Email from Abby Cunningham, senior coordinator of CTE Programs, Tennessee Department of Education, March 19, 2026.
[95] Email from Jothany Reed, vice chancellor for academic affairs, Tennessee Board of Regents, May 8, 2025.
[96] Potts 2023; and Tennessee Comptroller of the Treasury 2026.
[97] Public Chapter 447, Acts of 2013.
[98] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.03.
[99] Rules of the Tennessee Board of Cosmetology and Barber Examiners, Chapter 0440-01-.03; and email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, December 11, 2025.
[100] Interviews with Christina Heard, senior instructor, cosmetology, Tennessee College of Applied Technology Nashville - Portland Campus, June 13, 2025; Craig Charles, owner, Crown Cutz Academy, June 17, 2025; and Chelsea Joffray, owner, The Hideout and Hideaway Academy, September 5, 2025.

apprenticeship programs offered in Tennessee.[101] In the past, the Board has not collected that information for barber schools but will begin collecting it going forward as schools renew their licenses.[102]

Programs in Correctional Facilities

Several Tennessee Department of Correction (TDOC) prisons and one county jail offer programs for inmates who want to take cosmetology or barbering courses, and an inmate who completes the programs can be licensed by the board of cosmetology and barbering while still incarcerated. TDOC offers barbering programs at two of its prisons: Northwest Correctional Complex and Bledsoe County Correctional Complex. Cosmetology is offered at four prisons: Turney Industrial Complex, West Tennessee Rehabilitation Center, and Debra K. Johnson Rehabilitation Center, and Bledsoe County Correctional Facility.[103] One county jail, the Shelby County Jail, has a program where inmates can earn their master barber license while incarcerated.[104] Stakeholders say the programs have been successful and have waitlists. Facilities use risk needs assessments to determine which program an inmate is placed into, depending on their history and needs. For example, if an individual has a history of substance abuse, they might be placed in a behavioral substance abuse class instead of a cosmetology or barbering program.[105]

Cosmetology and barbering programs are offered at several Tennessee Department of Correction prisons, and the Shelby County jail has a program where inmates can earn their master barber license while incarcerated.

Anyone who has been convicted of a felony within the last three years is required to disclose this to the Board of Cosmetology and Barber Examiners, as required on all initial applications for boards falling under the Tennessee Department of Commerce and Insurance's Regulatory Boards Division. If an individual discloses "yes," they are required to provide a written statement about the conviction and a letter of recommendation. The Board approves their licenses once the individual signs an order for a probationary two-year period. This is how the Board can protect the public if a violation were to come up during those two years.[106]

Financial Aid Opportunities

Several financial aid options are available to cosmetology or barbering students enrolled at TCATs and private schools, helping alleviate the cost

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[101] TACIR staff analysis of Tennessee Department of Commerce and Insurance "Listing of Cosmetology Schools."
[102] Interview with Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, February 24, 2026.
[103] Interview with Suzi Miley, correctional administrator, Education and Reentry Services, Tennessee Department of Correction, August 5, 2025.
[104] Interview with Clonte Thomas, supervisor and barber instructor, Shelby County Division of Corrections Barber School, June 16,2025.
[105] Interview with Suzi Miley, correctional administrator, Education and Reentry Services, Tennessee Department of Correction, August 5, 2025.
[106] Email from Roxana Gumucio, executive director, Regulatory Boards Division, Tennessee Department of Commerce and Insurance, October 3, 2025.

of attendance and expand access to the programs.[107] Some options are specific to TCATs, community colleges, or four-year institutions, and some are available to individuals attending private schools. Private schools must be accredited to qualify for financial aid and in operation for two years before they can be eligible for accreditation.[108] Even if they are accredited, they qualify for less financial aid than TCATs. Table 11 is a summary of financial aid options for TCATs and private schools in the state.

Table 11. Financial Aid Opportunities Available for Tennessee Cosmetology and Barbering Education Programs

Program	Description	TCATs	Private Schools	Source
Tennessee Promise	This is a last-dollar scholarship that allows students graduating from Tennessee high schools to attend an eligible institution for up to five semesters at a Tennessee community college or four-year institution or eight trimesters at a TCAT, assuming they meet all the requirements.	Yes	Yes	https://www.collegefortn.org/tennessee-promise-scholarship/ https://www.tnachieves.org/tn-promise/eligible-institutions
TCAT Reconnect	This is specifically for adult students enrolled at a TCAT institution. It is available for eligible adults who want to pursue an associate degree, technical degree, or technical diploma at a Tennessee community college or TCAT. It can also be used at an eligible public or private college or university towards an eligible associate degree, but it is not a last-dollar grant.	Yes	Yes	https://tnreconnect.gov/Pay-For-College/Tennessee-Reconnect-TCAT-Grant

[107] Interview with Tim Phelps, senior director of grant and scholarship programs, Tennessee Student Assistance Corporation, Tennessee Higher Education Commission, July 8, 2025.
[108] 34 CFR 600.5(a)(7) and 600.6(a)(6); and email from Ryan R. Arrington, regulatory compliance attorney, Tennessee Higher Education Commission, October 21, 2025.

Program	Description	TCATs	Private Schools	Source
Wilder-Naifeh Technical Skills Grant	Students who are enrolled at a TCAT institution, are 18 years old, a Tennessee resident, and maintain satisfactory academic progress are eligible.	Yes	No	https://www.collegefortn.org/wilder-naifeh-technical-skills-grant/
Tennessee Student Assistance Award	This award provides non-repayable financial assistance to financially needy undergraduate students who are residents of Tennessee.	Yes	Yes	https://www.collegefortn.org/tennessee-financial-aid/tennessee-student-assistance-award/
Dual Enrollment Grants	These grants allow eligible high school juniors and seniors to take courses at a TCAT at no cost. They give students the opportunity to earn their initial technical credential or a semester of college credit tuition fee-free while still pursuing their high school diploma.	Yes	No	https://www.collegefortn.org/dualenrollment/
Federal Pell Grant	These grants are another form of financial aid that financially needy students attending accredited public or private institutions are eligible for.	Yes	Yes	https://studentaid.gov/understand-aid/types/grants/pell

Proposed legislation has sought to create more options for using financial aid at private postsecondary institutions, including those with cosmetology or barbering programs. During the 113th General Assembly, Senate Bill 1752 by Senator Massey and House Bill 1809 by Representative Davis, would have allowed students to use Tennessee Promise scholarships at private schools offering cosmetology or barbering programs that are accredited by the National Accrediting Commission of Careers Arts and Sciences (NACCAS) and have been approved by the Board of Cosmetology and Barber Examiners to operate in this state for at least 10 consecutive years. The bill did not pass largely because of concerns about the fiscal note and the already limited funds in the Tennessee Promise Scholarship Special Reserve Account.[109] During the following General Assembly, in 2025,

Proposed legislation has sought to create additional options for using financial aid at private postsecondary institutions, including those with cosmetology and barbering programs, but the bills have not passed.

[109] Discussion of House Bill 1809 by Representative Davis (Senate Bill 1752 by Senator Massey), House Higher Education Subcommittee, February 26 and March 27, 2024.

Senate Bill 803 by Senator Massey and House Bill 738 by Representative Parkinson also would have expanded the Tennessee Promise scholarship to students enrolled at schools that are accredited by NACCAS and have been approved by the board to operate in this state for at least 10 consecutive years. Eligible students must have dual enrollment credit in cosmetology or barbering, and it must be determined that no enrollment spots for the student's desired program of study are available at a TCAT in the county in which the student resides. The bill was not passed in the Senate Education Committee mainly because of concerns regarding cost and limited funding.[110] It was placed on the House Higher Education Subcommittee calendar at the beginning of the 2026 legislative session and was subsequently withdrawn.

Although there are no economic incentive programs specific to cosmetology and barbering in Tennessee, several programs are available to a broader swath of businesses that those in the industry can access.

Small business loans are an economic incentive available to individuals in the cosmetology and barbering industry.

In response to comments made by a commission member at the February 2026 commission meeting, staff conducted further research on the economic incentives for small businesses available to the cosmetology and barbering industry. While staff did not find economic incentive programs specific to the cosmetology and barbering industry in Tennessee, there are incentive programs available to a broader swath of businesses that those in the industry can utilize. In particular, to help people starting a business within this or another industry, the state small business loan program—Fund Tennessee—provides loans at low interest rates to small business owners.[111]

[110] Interview with Antonio Parkinson, State Representative, 98th District of Tennessee, October 30, 2025.
[111] Tennessee Department of Economic and Community Development 2025.

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Persons Contacted

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Appendix A: Public Chapter 102, Acts of 2025

State of Tennessee

PUBLIC CHAPTER NO. 102

HOUSE BILL NO. 862

By Representative Parkinson

Substituted for: Senate Bill No. 939

By Senator Briggs

AN ACT to amend Tennessee Code Annotated, Title 62, Chapter 3 and Title 62, Chapter 4, relative to the economic impact of the cosmetology and barbering professions.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1.

(a) The Tennessee advisory commission on intergovernmental relations (TACIR) shall study the economic impact that the cosmetology and barbering professions have in this state, including revenue generated through the services provided and the number of jobs generated by the professions.

(b) TACIR may request information and input from the department of commerce and insurance and other appropriate state and local governmental entities, as necessary, and such entities shall comply with TACIR's request. The study must be conducted from TACIR's existing resources.

(c) Upon completion of the study required by subsection (a), TACIR shall report its findings and recommendations, including any proposed legislation, to the chair of the commerce and labor committee of the senate and the chair of the committee of the house of representatives having jurisdiction over cosmetology and barbering, and provide a copy of the report to the legislative librarian. The report may be delivered electronically.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 862

PASSED: March 17, 2025

CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 28th day of March 2025

BILL LEE, GOVERNOR

Appendix B: Cosmetology and Barber Shop Inspection Checklist

TN Department of Commerce & Insurance

STATE BOARD OF COSMETOLOGY AND BARBER EXAMINERS
500 JAMES ROBERTSON PARKWAY
NASHVILLE, TENNESSEE 37243
(615) 741-2515
https://www.tn.gov/commerce/regboards/cosmo.html

Numerical Grade :

Maximum Score of 100

License No. _____
Exp. Date: _____
Type of Inspection:
☐ Initial
☐ Annual
☐ Other:
Ownership, Location, Name, Investigation

OFFICIAL INSPECTION OF COSMETOLOGY/BARBER SHOP

This Completed Sheet Shall Be Posted and Clearly Visible to the Public

Business/Shop Name _____ Business Phone _____

Address _____ City _____ Zip _____

County _____ Email Address: _____

Business Owner(s) _____ License No. _____ Expiration Date _____

Manager(s) _____ License No. _____ Expiration Date _____

Shop Type (s): _____

Violations

Licensing & Identification

Points Deducted _____

(Deduct 5 Points each. Maximum deduction = 30 Points)

- ☐ 62-4-113/62-3-118 Valid Individual License(s) Not Displayed
- ☐ 62-4-118/62-3-118 Valid Shop License Not Displayed
- ☐ 62-4-118/62-3-128 Inspection Sheet Not Displayed
- ☐ 62-4-126 No Shop Sign Visible From Street
- ☐ 0440-02-.08 Identification Tag With File Number Not Worn
- ☐ 62-4-118/62-3-109 Unlicensed/Expired Shop

Management

Points Deducted _____

(Deduct 10 Points each. Violation. Maximum deduction = 40 Points)

- ☐ 62-4-118/62-3-109 Shop Owner or Manager Not Present
- ☐ 62-4-108/62-3-107 Person(s) Without Valid License(s) Practicing
- ☐ 62-4-119/62-3-111 Responsibilities of Owner and Manager of Shop
- ☐ 62-4-119/62-3-111 Offering or Performing Services Not Authorized

Sanitation & Facility

Points Deducted _____

(Deduct 2 Points each. Maximum deduction = 30 Points)

- ☐ 62-4-125/0200-1-.07 Inadequate Restroom Facilities
- ☐ 62-4-125 Evidence of Individuals Residing in Shop
- ☐ 0440-02-.06/0200-03-.03 Inadequate Lighting and/or Ventilation / Exposed Surfaces Not Kept Clean
- ☐ 0440-02-.06/0200-03-.03 Hair Cuttings, Nail Dust or Nail Tips Not Removed After Each Customer / Floors Not Mopped or Swept Daily
- ☐ 62-4-125/0200-01-.07 No Separate Entrance(s)/ Exit(s) from Adjoining School or Residence
- ☐ 0440-02-.07/0200-01-.07 Equipment Not in Working Order or Not Present
- ☐ 0440-02-.14/0200-01-.07 Trash Containers Not Covered/ Unsanitary
- ☐ 0440-02-.07/0200-01-.07 No Enclosed and Labeled Storage Area for Clean Towels
- ☐ 0440-02-.07/0200-01-.07 No Covered and Labeled Container for Soiled Towels
- ☐ 62-4-133/0200-03-.06 Presence of Cosmetic Products Containing Hazardous Substances Banned by FDA
- ☐ 0440-02-.07/0200-01-.07 Inadequate Dry Sanitary Compartments, Wet Disinfectant, Ultraviolet Sanitizer and/or Container for Biohazard Material
- ☐ 0440-02-.09/0200-01-.07 Washer/Dryer Located in Area Frequented by Public or Not in Working Order
- ☐ 62-4-137/62-3-132 No Animals Permited, Except Service Animals, Birds in Cages and Fish for Decorative Purposes
- ☐ 0440-2-.13/0200-3-.05 Foot Bath Not Cleaned and/or Disinfected After Each Use with an EPA Registered Hospital Grade Disinfectant
- ☐ 0440-2-.13/0200-3-.05 All Tools & Implements Not Properly Cleaned, Sanitized and/or Stored in Closed Containers
- ☐ Other _____
- ☐ Other _____

Notice of Violation Issued?
☐ Yes ☐ No

_____ Signature

☐ Owner ☐ Manager ☐ Refused Sig.

_____ Field Representative

_____ Date

IN-1925 (Rev. 11/20)

RDA 10222

TN Department of Commerce & Insurance

STATE BOARD OF COSMETOLOGY AND BARBER EXAMINERS
500 JAMES ROBERTSON PARKWAY
NASHVILLE, TENNESSEE 37243
(615) 741-2515
https://www.tn.gov/commerce/regboards/cosmo.html

License No. _____
Exp. Date: _____

OFFICIAL INSPECTION OF COSMETOLOGY/BARBER SHOP

Business/Shop Name _____ Business Phone _____

Address _____ City _____ Zip _____

County _____ Email Address: _____

Business Owner(s) _____ License No. _____ Expiration Date _____

Business Owner(s) _____ License No. _____ Expiration Date _____

Manager(s) _____ License No. _____ Expiration Date _____

Manager(s) _____ License No. _____ Expiration Date _____

Shop Type (s): _____

List of Licensees: Name(s), License Number(s), License Expiration Date(s):

Notes:

This Page (2) is Not Required to be Posted

Page 2 of 2

Field Representative _____ Date _____

IN-1925 (Rev. 11/20)

RDA 10222

Appendix C: TCAT Locations with Barbering, Cosmetology, Specialty, or Instructor Programs

TCAT Location	City	County	Barbering	Cosmetology	Manicuring	Aesthetics	Barbering Instructor	Cosmetology Instructor
Athens	Athens	McMinn	no	yes	no	no	no	no
Chattanooga	Chattanooga	Hamilton	yes	yes	no	yes	yes	yes
Crump	Crump	Hardin	no	no	no	no	no	no
Dickson	Dickson	Dickson	no	yes	no	no	no	no
Dickson	Clarksville	Montgomery	yes - started January 2026	yes	no	no	no	no
Elizabethton	Elizabethton	Carter	no	yes	no	no	no	no
Elizabethton	Johnson City	Washington	no	yes	no	no	no	no
Elizabethton	Erwin	Unicoi	no	yes	no	no	no	no
Harriman	Harriman	Roane	no	yes	no	no	no	no
Harriman	Lenoir City	Loudon	no	yes	no	no	no	no
Hartsville	Red Boiling Springs	Macon	no	yes - dual enrollment only	no	no	no	no
Henry/Carroll	Paris	Henry	no	yes	no	no	no	no
Hohenwald	Hohenwald	Lewis	no	yes	yes	yes	no	yes
Jacksboro	Jacksboro	Campbell	no	yes	no	no	no	no
Jackson	Jackson	Madison	no	no	no	no	no	no
Knoxville	Knoxville	Knox	no	yes	no	no	no	no
Livingston	Livingston	Overton	no	yes	no	yes	no	no
McMinnville	McMinnville	Warren	no	yes	no	no	no	yes
Memphis	Memphis	Shelby	yes	yes	no	no	no	no
Morristown	Surgoinsville	Hawkins	no	yes	no	no	no	no
Morristown	Greeneville	Greene	no	yes	no	no	no	no
Murfreesboro	Murfreesboro	Rutherford	no	yes	yes	yes	no	yes
Nashville	Nashville	Davidson	no	yes	no	yes	no	no
Nashville	Portland	Sumner	no	yes	no	no	no	no
Northwest	Ripley	Lauderdale	yes	yes	no	no	yes	yes
Northwest	Newbern	Dyer	no	yes	no	no	no	yes
Oneida/Huntsville	Huntsville	Scott	no	yes	no	no	no	no

TCAT Location	City	County	Barbering	Cosmetology	Manicuring	Aesthetics	Barbering Instructor	Cosmetology Instructor
Pulaski	Pulaski	Giles	no	yes - started January 2026	no	no	no	no
Shelbyville	Shelbyville	Bedford	no	no	no	no	no	no
Upper Cumberland	Crossville	Cumberland	no	yes	no	no	no	no

Note: Some colleges offer programs at more than one location.

Source: TBR - The College System of Tennessee "Colleges of Applied Technology"; and email from Tachaka Hollins, assistant vice chancellor for academic affairs, Office of Academic Affairs, Tennessee Board of Regents, November 17, 2025.

Appendix D: Tennessee High Schools Offering Dual Enrollment in Cosmetology Academic Year 2023-24

TCAT	High School	County
Chattanooga	Bradley Central High School	Bradley
Chattanooga	Howard High School	Hamilton
Chattanooga	McMinn Central High School	McMinn
Chattanooga	Sequoyah High School	Monroe
Dickson	Clarksville High School	Montgomery
Dickson	East Hickman High School	Hickman
Dickson	Kenwood High School	Montgomery
Dickson	Northeast High School	Montgomery
Elizabethton	Sullivan East High School	Sullivan
Elizabethton	Tennessee High School	Sullivan
Elizabethton	Unicoi County High School	Unicoi
Elizabethton	West Ridge High School	Sullivan
Hartsville	Smith County High School	Smith
Henry/Carroll	Henry County High School	Henry
Hohenwald	Columbia Central High School Instructional Service Center	Maury
Hohenwald	Hickman County High School	Hickman
Hohenwald	Lawrence County High School	Lawrence
Hohenwald	Loretto High School	Lawrence
Hohenwald	Spring Hill High School Instructional Service Center	Maury
Jacksboro	Cumberland Gap High School	Claiborne
Jacksboro	Jellico High School	Campbell
Knoxville	Heritage High School	Blount
Knoxville	Union County High School	Union
Knoxville	William Blount High School	Blount
Livingston	Cookeville High School	Putnam
McMinnville	Coffee County Central High School	Coffee
McMinnville	DeKalb County High School	DeKalb
McMinnville	Grundy County High School	Grundy
McMinnville	Warren County High School	Warren
Morristown	Cherokee High School	Hawkins
Morristown	Volunteer High School	Hawkins
Murfreesboro	Oakland High School	Rutherford
Murfreesboro	Riverdale High School	Rutherford
Nashville	Portland High School	Sumner
Northwest	Obion County Central High School	Obion

Source: Email from John Williams, associate vice chancellor for government and public relations, Tennessee Board of Regents, November 4, 2025.