

## List of State Reciprocity Requirements— Instructor Training

In the field of teacher/instructor training, each state establishes licensure requirements for being able to practice in their state. Programs of study in teacher/instructor training can range anywhere from 160 clock hours to 1,000 clock hours, and as such, states develop specific requirements for individuals who graduated from school in another state to become licensed in their state. This process is considered reciprocity or endorsement. We have listed the requirements for an individual who graduates from a teacher/instructor program in the United States and who wants to become licensed in another state.

Please note that the school you are planning on attending has only had their curriculum evaluated by their state to meet the requirements for licensure and practice. In the field of teacher/instructor training, each state board reviews the number of clock hours you attended in your home state, the subject areas, and practical experiences you completed as a part of the process of determining what, if any, additional requirements you may have to meet in order to be licensed in their state. We encourage all graduates who are considering becoming licensed in another state to first take the licensure exam in their home state, which will make it easier to transfer into another state. If you are not licensed by your home state, the state you are considering getting licensed in may require you to take additional training to meet their state minimum hour requirements and/or take their state licensure exam. State boards do not evaluate the curriculum of schools located in other states, but do, in most cases, recognize training from other states. Please refer to the requirements below.

| STATE   | ACCEPTS CURRICULUM  | RECIPROCITY REQUIREMENTS   |
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| Alabama | The state allows anyone who completed a program in another state to request licensure.  | The state reviews each request after receiving a copy of the license from the transferring state. The individual is required to pay a fee to apply and may be required to take any exams based on the state they are transferring from.  |
| Alaska  | The state allows anyone who completed a program in another state to request licensure; however, the state may request additional work and education experience. | Verification of a current hairdresser instructor license issued by another licensing jurisdiction. Verification of a current license to practice as a hairdresser in Alaska. Verification of training and experience equivalent to that required in Alaska, including verification of at least three years of practice as a licensed hairdresser in Alaska or another licensing jurisdiction. If you intend to teach in more than one profession, you must verify three years of work experience in each profession, OR verify one year of practice in a licensed field in Alaska or in another licensed jurisdiction followed by 600 hours of student instructor training in a school approved by the board or by another jurisdiction. |
| Arizona | Must be licensed in a state with equal or greater requirements (650 hours).   | Must be licensed for at least a year in the field that you want to teach. Complete an instructor training course in another state that has the same or greater requirements than Arizona (650 hours). Pass the exam for an instructor's license and have five years of licensed industry experience in the last 10 years.  |

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| Arkansas             | Must be licensed in a state with equal or greater requirements (600 hours).   | The applicant must have passed both a written and practical national or department-approved examination; must have a current, valid license issued under the laws of another state; and the scope of practice for which the applicant is licensed in another state must be equal to or greater than the particular class of license that the applicant is applying for in the state of Arkansas (600 hours).   |
| California           | The state does not require licensure as a teacher; however, a person must be licensed as a practitioner in the subject area taught. | Must have a valid license as a practitioner in the subject area the individual will teach, and certification through post-secondary education.   |
| Colorado             | The state does not require licensure as a teacher; however, a person must be licensed as a practitioner in the subject area taught. | Must hold a Colorado cosmetology license and have two years of experience.   |
| Connecticut          | The state allows anyone who completed a program in another state to request licensure.  | Must hold a Connecticut cosmetology license and have taken and passed an instructor examination.   |
| Delaware             | Must be licensed in a state with equal or greater requirements (500 hours or 250 hours and two years of experience).                | Cosmetologist instructor—500 classroom hours in a teacher training course and license in the individual's home state, or two years of experience as an active, licensed, practicing cosmetologist plus at least 250 hours of instruction in a teacher training course in cosmetology.  |
| District of Columbia | Must be licensed in a state with equal or greater requirements (1,000 hours).   | If applying for licensure by reciprocity, the applicant must provide a letter of good standing from a jurisdiction with requirements which were substantially equivalent at the time of the applicant's licensure to those of the District of Columbia (1,000 hours); have passed an examination acceptable to the board; have an active certification from a recognized national certifying organization; and have not been disciplined or otherwise disqualified by the national certifying organization relied upon for the application for licensure by endorsement. |
| Florida              | Hold an active license in another state.  | In Florida, the only requirement that must be met to become a cosmetology instructor is to attend a cosmetology school that offers a certification program.  |
| Georgia              | Must be licensed in a state that has similar requirements (750 hours).  | The state will accept licensees from other states with similar licensure requirements (750 hours). The applicant must apply, pay a fee, and have no disciplinary action against his/her license. The individual must have been licensed in a qualifying state for at least one year and hold a Georgia license in his/her field. States not eligible for reciprocity with GA: AK, PA, MD, MA, ME, and VA.  |
| Hawaii               | Must be licensed in a state that has similar requirements (600 hours).  | Currently licensed as a beauty operator or instructor for at least one year in Hawaii or in another jurisdiction, and must complete at least 600 hours of beauty school instructor training in compliance with the board's curriculum. Take and pass the state board examination.  |

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| Idaho    | Must be licensed in a state that has similar requirements (900 hours or 500 hours plus work experience).                  | The holder of a current license in another state may be eligible for licensure. Licensure may be gained through endorsement if an applicant either holds a current license from another state whose standards are not less than Idaho standards, or holds a current license from another state and has met work experience requirements. If an individual does not meet the equal standards or experience requirement, additional training and examination will be required. An applicant must show proof of training equivalent to the Idaho requirements and pass the examination(s). Must take a six-month (minimum) course of cosmetology instructing as a student in a licensed cosmetology school, provided that the course consists of no less than nine hundred (900) hours; or take a three-month (minimum) course of cosmetology instructing as a student in a licensed cosmetology school if the applicant has at least two (2) years of experience as a licensed cosmetologist, provided that the course consists of no less than five hundred (500) hours. |
| Illinois | Must be licensed in a state that requires at least 1,000 hours of training or 500 hours of education and work experience. | Must be currently licensed by another state as both a cosmetologist and an instructor. Submit official transcripts of teacher training from the cosmetology school attended with the school seal affixed. Certification of licensure must be completed by the state of original licensure stating a brief description of any licensure examination taken and the grades received. It must also state whether there is any record of disciplinary actions taken or pending. If the individual completed less than 1,000 hours but at least 500 hours of teacher training, the individual must verify at least two (2) years of lawful practice in another jurisdiction.  |
| Indiana  | Must be licensed in a state that requires at least 1,000 hours of training or 700 hours of education and work experience. | Applicant must provide a license certification from their jurisdiction. Applicant's jurisdiction must require 1,000 hours of beauty culture instructor education in a beauty culture school. One (1) year of licensed practice may substitute for one hundred (100) hours of education for an applicant who has completed a minimum of 700 hours of instructor education. The home state must require a score of at least 70% on both the written and practical licensing exams.  |
| Iowa     | Must be licensed in a state that requires at least 1,000 hours of training.   | Official transcript or diploma that meets the requirements of Iowa Administrative Code (1,000 hours), OR official verification of licensure verifying the applicant has held an active license in another state for at least 12 of the last 24 months directly preceding submission of the application. Board staff will determine whether the previous exam meets Iowa requirements; if it does not, the applicant will be required to take the NIC exam before he/she can be licensed in Iowa.  |

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| Kansas        | The state allows anyone who completed a program in another state to request licensure.  | An individual must have a Kansas practitioner license first before he/she can be considered for an instructor license. Must also have verification of instructor hours sent to the Kansas board from the state in which they were acquired.   |
| Kentucky      | Must be licensed in a state that requires at least 750 hours of training.   | Must provide a certification of hours and/or license from the state licensing agency where the hours were obtained. If the applicant's hours obtained out of state are equivalent to Kentucky's hour requirement (750 hours), then the applicant will apply as an out-of-state exam applicant. If the applicant does not have enough hours, the applicant must complete remaining hours required for licensure in a school of cosmetology in Kentucky before applying for the licensing exam. |
| Louisiana     | Accepts the training provided in other states.  | A person currently holding an instructor license who took the NIC exam only needs to take the state law test. If a person did not take the NIC exam, he/she would be required to take the NIC exam and the state law test.  |
| Maine         | Accepts the training provided in other states.  | Must have an original verification of licensure from the state licensing board or jurisdiction that the individual currently holds a valid instructor license.  |
| Maryland      | The state does not require licensure as a teacher; however, a person must be licensed as a practitioner in the subject area taught. | Maryland does not require cosmetology instructors to be licensed.   |
| Massachusetts | Does not recognize licenses from other states.  | A person who has graduated from a cosmetology program satisfactory to the board and has had a minimum of two years of experience as either a Massachusetts-licensed cosmetologist or an assistant cosmetology instructor may apply to the board for licensure as a cosmetology instructor. He/she must file an application with the board, pay the required fees, and achieve a passing score on an examination satisfactory to the board.  |
| Michigan      | Must be licensed in a state that requires at least 500 hours of training.   | Must be licensed as a cosmetologist. Training and testing requirements in the home state must be substantially equal to Michigan's requirements (500 hours). If the home state's requirements aren't similar, the licensee may be required to take additional training hours and the written and practical exams.   |

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| Minnesota   | Experience verification showing at least 2,700 hours of licensed practice within the past three years. | The individual must have a current instructor license in another state. He/she must contact the board in each state where he/she has ever held an instructor license and request certification(s) of licensure to be mailed directly to the board office. The certification must verify at least one current, active instructor license in another state. If the certification(s) verify the individual successfully completed comparable instructor training, a course completion certificate will not be required. If the certificate(s) verify the individual has passed an instructor general exam and/or an instructor practical exam (or the equivalent of each), he/she will not be required to take and pass the verified exam(s). Otherwise, the individual will be required to take and pass the exam(s). The individual must have an active Minnesota operator or salon manager license in order to obtain an instructor license. |
| Mississippi | Must be licensed in a state that requires at least 1,000 hours of training.                            | Must possess a current Mississippi practitioner's license. Must have completed six (6) semester hours in college courses approved by the board. Must have 1,000 hours of instructor training in a licensed school of cosmetology. Must have attended one mandatory board "methods of teaching" seminar, earning a minimum of five (5) continuing education hours. Must submit an affidavit completed and signed by the board official in the state from which the current license is held attesting to licensure status and any disciplinary action within the past five (5) years. Must submit a certified transcript of completion of the course of training for which the application for approval for the examination is being made or an affidavit attesting to the education.  |
| Missouri    | Must be licensed in a state that requires at least 600 hours of training.                              | Hold a current license in a state with substantially similar or superior requirements (600 hours). If the individual has less hours than Missouri requires, he/she will need to take additional training. NIC testing is required for all transfers.   |
| Montana     | Accepts the training provided in other states.   | Must have a license to practice issued by the department in the particular area of practice in which the person plans to teach. Must have been actively engaged in that particular area of practice for 12 continuous months before taking the teacher's examination. Must have received a diploma from a licensed school approved by the board certifying satisfactory completion of 650 hours of student teacher training, or have three years of experience in that particular area of practice. A person who qualifies for a license under this subsection has two years to complete board-approved coursework related to teaching methodology before a license to teach is renewed.   |
| Nebraska    | Must be licensed in a state that requires at least 600 hours of training.                              | An individual must hold a current Nebraska cosmetology license. An individual must have completed at least 600 hours of cosmetology instructor training. If the individual did not complete a 600-hour training program, the state will consider work experience as follows: each month of full-time practice as a cosmetology instructor within the five years immediately prior to this application counts for 100 hours toward cosmetology instructor training.   |

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| Nevada         | Accepts the training provided in other states.   | In order to be eligible for reciprocity in the state of Nevada, an individual's license must be active and in good standing in another state. Applicants must complete an application, submit the required information, and pass a 25-question Nevada state law test with a score of 75% or higher to become licensed.  |
| New Hampshire  | Accepts the training provided in other states.   | Requires certification of state licensure verifying an individual's current license, testing information, and disciplinary action (if any). This must be obtained from the state board in which the license is held. Instructor license applications require a certification for the professional license and the instructor license. Requires transcripts of training from the school attended.  |
| New Jersey     | Must be licensed in a state that requires at least 500 school hours + 30-hour teaching methods course. | Applicants who have obtained training in another state shall demonstrate certification from the licensing authority in the state that such training is substantially equivalent to the training offered in New Jersey (500 school hours + 30-hour teaching methods course), or the individual may be required to take more training. An applicant must also have taken and passed a practical examination in his/her state of licensure.  |
| New Mexico     | Must be licensed in a state that requires at least 1,000 hours of training.                            | Applicants who do not meet the New Mexico hourly requirements (1,000 hours) may receive 150 hours of credit for each six full months of licensed experience. Work experience less than six full months will not be considered toward training hours. To obtain any license by reciprocity, no more than fifty percent of the hours required for licensure by in-state applicants may be obtained by work experience. Must have an affidavit from the state regulatory agency verifying that the applicant holds a current license and is in good standing with the state. Licensure in multiple states may require the applicant to send an affidavit from each state. If not a licensee, the applicant must provide a certified transcript for the course of study or an affidavit of hours from the regulatory agency or school attended, and he/she must submit to the New Mexico examination for licensure. |
| New York       | Accepts the training provided in other states.   | Must have a cosmetology license; two years of experience; and have taken the Secondary Assessment of Teaching Skills written exam. The individual must also provide a school certificate; a school transcript listing subjects and hours completed; and a current, original certification of licensure from the individual's home state board.  |
| North Carolina | Accepts the training provided in other states, except Florida and Alaska.                              | The state accepts licenses from other states that offer reciprocity and will only have to apply; here is a list: <a href="https://www.nccosmeticarts.com/initiallicensing/licinanotherstate.aspx">https://www.nccosmeticarts.com/initiallicensing/licinanotherstate.aspx</a> . If reciprocity is not offered, then you have to submit a certification of training and licensure. Teacher's licenses cannot be obtained without first holding a current license for practice in the corresponding discipline in North Carolina.  |

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| North Dakota | Must be licensed in a state that requires at least 160 hours of training.  | Provide proof that the applicant is licensed as a cosmetologist and instructor in another jurisdiction and that the applicant's license is in good standing. Demonstrate that either: the applicant provides satisfactory proof of completing the course curriculum hours (160 hours) required by the board and proof of successfully passing the theoretical and practical examinations substantially similar to those required in this state; or, the other jurisdiction's licensure requirements at the time the applicant was licensed were substantially equal to those in North Dakota. Must pass an examination on North Dakota laws, rules, and regulations.  |
| Ohio         | Must be licensed in a state that requires at least 1,000 hours of training.  | Persons holding a valid license to teach the theory and practice of cosmetology in other states may obtain an Ohio license to teach cosmetology if all of the conditions are met: The individual holds an active instructor license in cosmetology. The requirements to obtain the license in the jurisdiction of origin extends similar reciprocity opportunities to individuals licensed in Ohio. At the time the license was obtained in the other licensing jurisdiction, the requirements in this state for obtaining the license the applicant seeks were substantially equal to the requirements of that licensing jurisdiction (1,000 hours).   |
| Oklahoma     | Must be licensed in a state that requires at least 1,000 hours of training or 300 hours and two years of experience. | Most hold a current Oklahoma cosmetology license; complete 1,000 hours of study, or 300 hours if two years of recent licensed experience is verified (or equivalent number of credit hours); and pass a written and practical exam.   |
| Oregon       | Must be licensed in a state that requires at least 1,000 hours of training.  | To obtain an Oregon instructor license, a person will have to provide proof of licensure in another state and pass all relevant Oregon written examinations. Proof of licensure in another state must show that the education received is substantially equivalent to Oregon certification requirements (1,000 hours).  |
| Pennsylvania | Must be licensed in a state that requires at least 500 hours of training or has reciprocity.                         | Reciprocity can be granted to individuals licensed in those states with which Pennsylvania has reciprocity. To qualify for licensure by reciprocity, an individual must have a current license and two years of working experience from the original licensure date. Must possess a current cosmetologist license and have completed a minimum of 500 hours of instruction in a cosmetology teacher curriculum provided by a licensed school of cosmetology. If the applicant does not meet the requirements for reciprocity, the Pennsylvania examination (theory and practical) must be successfully completed. The state board of cosmetology has a reciprocal agreement with every state except Connecticut, Colorado, Florida, Hawaii, New Jersey, New Mexico, Rhode Island, and Utah. |

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| Rhode Island   | Must be licensed in a state that requires at least 300 hours of training.   | Has held a hairdresser license, issued under the laws of this state or another state, for at least three (3) years preceding the date of application for an instructor's license, and has satisfactorily completed three hundred hours of instruction in hairdressing teacher training approved by the department. Passed an examination approved by the department.  |
| South Carolina | Accepts the training provided in other states.                              | Upon application and payment of the required fee, a license to teach cosmetology may be issued by the board to any person who is currently licensed, and in good standing, as an instructor in a state that has a nationally endorsed examination; or who is a licensed cosmetologist who has practiced for at least two years in any other state and submits proof, satisfactory to the board, of having completed instructor training (750 hours) which is substantially equivalent to requirements of this state.  |
| South Dakota   | Must be licensed in a state that requires at least 1,000 hours of training. | Any person may qualify and be licensed by the state as an instructor for cosmetology upon application made to the state. The application shall be accompanied by satisfactory evidence that the applicant: possesses the required 1,000 hours; currently holds a valid cosmetologist license; has complied with any instructor education as prescribed (1,000 hours) or has at least one year of teaching experience as a licensed instructor from another state in cosmetology; and has passed an examination prescribed by the state. However, the applicant may receive the license conditionally, dependent on completing instructor education and passing the examination as prescribed by the commission. |
| Tennessee      | Must be licensed in a state that requires at least 300 hours of training.   | Applicants applying for instructor reciprocity must provide proof of passing a state board approved course of at least 300 hours for instructors, and proof of passing an instructor theory and practical exam. A state theory and hands-on practical exam are required to be eligible for reciprocity in Tennessee. If an individual did not take either of these exams in the state where they currently hold an active license, then they may be required to take one or both. Additional hours may also be required to substantially meet Tennessee licensure requirements.   |



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| Texas         | Must be licensed in a state that requires at least 750 hours of training.                     | License holders from other states and territories may be eligible for a Texas license if their state has education and examination requirements that are substantially equivalent to Texas (750 hours). Must submit with an application, a copy of the current out-of-state cosmetology license, and a letter of certification from the out-of-state licensing agency.  |
| Utah          | Must be licensed in a state that requires at least 400 hours of training and work experience. | Provide satisfactory documentation of completion of: an instructor training program conducted by a licensed or recognized school and with a minimum of 400 hours or the equivalent number of credit hours; on-the-job instructor training conducted by a licensed instructor at a licensed or recognized school with a minimum of 400 hours or the equivalent number of credit hours; or a minimum of 3,000 hours of experience as a cosmetologist/barber; and meet the examination requirement established by rule.  |
| Vermont       | Must be licensed in a state with similar requirements.  | Have three (3) full-time years of experience or possess sufficient teacher education and experience to permit the board to determine that the instructor applicant's background is equal to those of a practitioner with three years of experience; be licensed in the profession under these rules which they teach; have passed an instructor's examination approved by the board; and take a minimum of 24 hours of professional education approved by the board per licensing period.   |
| Virginia      | Accepts the training provided in other states.  | Hold a cosmetology license; have taken a post-secondary course in teaching techniques or board-approved instructor training course; and have taken the cosmetology instruction exam.  |
| Washington    | Accepts the training provided in other states.  | To get a cosmetology instructor license in Washington state, an individual must have a current instructor license in good standing in another state and a current cosmetology license in Washington. The applicant must provide proof of passing the state-approved written and performance examinations.   |
| West Virginia | Accepts the training provided in other states.  | An applicant from another state seeking certification as an instructor is eligible for certification by reciprocity if the applicant: has acquired training in another state equal to the requirements established in this rule; has passed an NIC instructor exam; has passed a West Virginia state law exam with a score of at least 80%; and the state in which the applicant is certified extends the same privilege to certified instructors from West Virginia. The applicant must also have successfully passed a teaching techniques course at a post-secondary education level; have graduated from a recognized school of cosmetology; and have applied to the board with the appropriate fees. |

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| Wisconsin | Accepts the training provided in other states.                            | Wisconsin does not license instructors. In order to teach in Wisconsin, an individual must be licensed as a cosmetologist in Wisconsin. In order to transfer a cosmetology license, an individual must be currently licensed in another state.   |
| Wyoming   | Must be licensed in a state that requires at least 500 hours of training. | Must have graduated from an instructor program with equal or greater hour requirements (500 hours), or have equal or greater study in teaching from outside a cosmetology school, or a combination of training and work history that is equal or greater than Wyoming. Must have passed a board-administered theory and practical examination. |