

10 W Lafayette Street  
Trenton, NJ 08608-2002

609-393-7707  
[www.njbia.org](http://www.njbia.org)

**Michele N. Siekerka, Esq.**  
President and CEO

**Christine Buteas**  
Chief Government  
Affairs Officer

**Raymond Cantor**  
Vice President

**Christopher Emigholz**  
Vice President

**Alexis Bailey**  
Director of  
Government Affairs

**Kyle Sullender**  
Director of Economic  
Policy Research

To: Senate President Nicholas Scutari, Assembly Speaker Craig Coughlin,  
Senate Minority Leader Steve Oroho and Assembly Minority Leader John  
DiMaio

From: Alexis Bailey, Director of Government Affairs

Date: January 31, 2022

RE: Legislative Solutions to the Workforce Challenges Facing the Salon and  
Spa Industry

On behalf of the New Jersey Business and Industry Association and the New Jersey  
Salon and Spa Alliance, we write to you regarding the workforce crisis and operational  
challenges facing New Jersey's salon and spa industry. This industry has been hit  
particularly hard by the economic impacts of the pandemic. Below are a number of  
suggestions for legislation that can address these challenges and support the business  
community as we continue to get back on our feet.

- **Establish license reciprocity for experienced industry professionals from other states-** Allowing professionals with recognized occupational licenses and years of experience from other states, especially those from our neighboring states, to practice in New Jersey will expand the pool of potential employees for salons and spas. There are many talented and experienced professionals that could fill the workforce gaps currently facing the industry, but they are barred from doing so without going through a lengthy state licensure process. Reciprocity will allow professionals with years of experience that move into our state to seamlessly continue working and contribute to the industry.
- **Pass A-488/S-1137 (Murphy/Reynolds-Jackson/Gopal)-** This legislation will allow the State Board of Cosmetology and Hairstyling to issue temporary permits to applicants seeking teacher licenses while they await their examinations. Temporary permits are already allowed for individuals applying for practicing licenses. This legislation will bring additional opportunities for those seeking teaching licenses and help fill employment vacancies in cosmetology school programs.
- **Establish a work study program-** New Jersey's salons and spas would greatly benefit from fostering an effective talent pipeline early on in an industry professional's career. Many other states have apprenticeship or internship programs included as a required or optional component of their licensure coursework. Establishing and recognizing a work study program for cosmetology and hairstyling students in New Jersey will allow them to gain the hands-on experience necessary to assess their passion for the work and expand their professional network and experiences. Business owners will benefit by identifying new talent that can transition into potential permanent staff members upon graduation. A number of other industries

benefit from the positive outcomes of internship and apprenticeship programs. By allowing cosmetology and hairstyling students to participate in a similar work study program, the State Board of Cosmetology can elevate training opportunities in the industry.

- **Create tax credits for hiring bonus-** Providing tax credits for salons, spas and cosmetology schools that provide hiring bonuses to new staff members will assist the industry as it struggles to attract and retain talent. Tax credits will give these small businesses that may still be struggling financially a mechanism to strengthen their business and the state's overall economy.

We look forward to further discussing solutions to the workforce challenges facing the industry. If you have any questions, please contact me at [abailey@njbia.org](mailto:abailey@njbia.org).