



# NORTH CAROLINA BOARD OF BARBER EXAMINERS

Memo

TO: Board members  
FROM: Dennis Seavers  
DATE: August 10, 2020  
**SUBJECT: Practical exam revision**

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At the June 23, 2020 meeting, the board considered a staff proposal that would revise the practical exam for apprentice and registered applicants. The board wanted to receive input from the barber schools and consider the proposal again at the next board meeting.

Attached are comments the board received about the proposed exam. Following those comments, I've included the original proposal for your reference.

To whom it may concern,

My name is Ayesha Blackledge and I am a barber instructor for Lenoir Community College. I have been informed of the potential changes to the state board practical exam due to the pandemic, and I would like to offer my suggestions. I believe it would be feasible for examinees to perform a comb over cut, shave, and facial for both the apprentice and register exam. This will allow the examinees to exhibit proficiency in their use of clipper, shears, and razor handling. Facial performance will demonstrate the use of products and proper facial manipulations. As an instructor, I believe the proposed exam suggested by the board to be more stringent than necessary for the examinees to demonstrate proficiency during this pandemic. Although we teach our students chemical services and women haircutting in our curriculum, our students and graduates of the program are limited to performing these services on a daily basis. However, performing haircuts, shaves, and facials are services they are performing on a daily basis, and I believe would be more realistic for them to perform on the state board exam. Thank you for your consideration of my input.

Ayesha Blackledge

## Seavers, Dennis

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**From:** Mario Little  
**Sent:** Tuesday, July 21, 2020 7:07 PM  
**To:** Seavers, Dennis  
**Subject:** [External] Proposed Practical Exam and Distance Learning options

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Good evening,

Proposed Practical Exam:

I like the proposed practical test for the apprentice and registered exam. I think it will place more accountability on the schools to make sure they are teaching the whole book. I also believe the scientific rest facial should be added to to test. Test service is more likely to be used by today's barbers than some of the other test requirements. The only thing that concerns me is, this test will be similar to the cosmetology exam and could be used as leverage in a merger of the two boards later.

Thanks and I look forward to hearing from you soon.

Mario Little



## Seavers, Dennis

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**From:** Bullock, Noah  
**Sent:** Sunday, August 9, 2020 8:35 PM  
**To:** NC Board of Barbers  
**Subject:** [External] Exam restructure

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Good afternoon,

Thank you for allowing the schools to have input on the proposed restructure. I have a few comments that I would like to submit for consideration.

First, I think we can all agree that a temporary change is necessary while in times of a pandemic. However, I'm not certain that a permanent change is what is needed at this time. I agree that the Board's role is to protect the public, but it should also uphold the integrity of the profession in which it governs. After reading through the provided material, my first thought is that the art of Barbering is being lost, and a merger with Cosmetology seems imminent. If the goal is to diminish the art of Barbering, and the lines between the professions are blurred, then you have succeeded with this proposal. However, if the goal is to highlight the profession of Barbering and the skills that represent our history, then I think we missed the mark with this proposal.

Although our curriculum requires the understanding of chemical services, and hair coloring, these services are not widely practiced in the Barbershop. These services are generally found in a salon setting, and under the current structure of licensing, barbers are not permitted to work in salons. I think including them in the Apprentice Exam is not a true assessment of skills that a barber should possess as they enter the profession. I believe, as the nature of barbering and grooming is changing, then the addition of the Men's Facial seems like a better assessment of skills that will be widely used in the Barbershop.

As for the changes to the Registered exam, I think the addition of a ladies haircut is again not a representation of Barbering. I think if polled, you would find that 99% of barbers working in barbershops will likely never perform the haircuts being proposed during their apprenticeship. I think with the styles included, the scales are also unfairly tipped against the barbers of color. I think a Registered exam should represent the skills of the profession as a whole, not be unfairly biased for a small percentage. I think as a profession we need to examine where we are headed in the future, and plan accordingly. If that future is to eliminate Barbering, then you are headed in the right direction. If the future is to protect our lineage, and the rich history that sets barbering apart, then the exam should also reflect that.

I would like to request that once a final decision is made, that a proper training is offered to all schools and that is reflective in the timeline created for implementation.

Thank you,  
Angela Bullock  
Administrator Lenoir Community College

## Seavers, Dennis

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**From:** No Grease Inc.  
**Sent:** Friday, August 7, 2020 7:20 PM  
**To:** NC Board of Barbers  
**Subject:** [External] RE: Proposed exam structure

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State of North Carolina Board of Barber Examiners,

Thank you for allowing me to comment on the proposed exam structure.

**The board's role as a government agency that exists to protect public health, safety and the exam has shifted its focus toward sanitation and safety, though skills assessments are still apart of the exam :**

It is in my opinion a blurred line between Barbering and Cosmetology, if chemical procedures and women's hair cutting are added to the practical exam. It would be synopsis to the Cosmetology board adding shaving and a men's tapered haircut to their exam.

Typically and for good reasons (one being lawsuits), Barber schools do not market as Cosmetology schools and thus do not have as many "Chemical" clinic floor services for students to practice. In "theory" chemical texture services and women's hair cutting are taught extensively and thoroughly.

**Suggestions for the Apprentice exams:**

1. Shave (30 minutes)
2. Men's medium taper haircut OR Women's haircut (45 minutes)

**Suggestions for Registered exam:**

1. Shave (30 minutes)
2. Men's medium taper haircut OR Women's haircut (**30 minutes**)

**Additional points of discussion at the board meeting**

**The board discussed whether scientific rest facials should be a component of the exam:**

I disagree with facials being added to the practical exam. Estheticians are the practitioners who are examined for practical skills in facials not Barbers.

**The board discussed adding to the exam by allowing curly-haired mannequins:**

Curly-haired mannequins should be allowed. The fact that this is up for discussion shows how biased the exam is toward people with curly hair.

**The board tentatively proposed an effective date for the new exam of six months from finalization by the board:**

Six months is only efficient if the likes of the above suggestions are accepted as the practical exam for both Apprentice and Registered.

Sincerely,

Jermaine Johnson  
No Grease Barber School

## Seavers, Dennis

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**From:** Virginia Stinney  
**Sent:** Tuesday, August 11, 2020 10:06 AM  
**To:** Seavers, Dennis; NC Board of Barbers  
**Cc:** Kimberly Allen; Broin Davis; David L. Richardson  
**Subject:** [External] Re: Proposed Exam

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Mr. Seavers,

We are in agreement with the proposed exam structure, from the letter of July 20, 2020. The FTCC Barbering Program's Course Guide has always included extensive hands-on/practical lab work utilizing mannequins for the following areas:

1. 0 Degree Blunt Cut
2. 45 Degrees Graduated-Layered Cut
3. 90 Degrees Uniformed-Layered Cut
4. 180 Degrees Long-Layered Cut
5. Female Haircutting/Taper
6. Chemicals
  - a. Perm
  - b. Relaxer
  - c. Haircoloring

We feel that this better prepares a student for the proposed exam structure for Apprentice and/or Registered Exam.

*Virginia B. Stinney*  
Barbering Dept. Chair  
FTCC Barbering Program  
(910) 678-0146

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# APPRENTICE EXAM SCORESHEET

## HAIRCUTTING

Preparation of customer: neck strips, towels, and hair cape	(30)	( )	( )
Tapering of neckline	(40)	( )	( )
Guideline length	(15)	( )	( )
Outline of haircut	(15)	( )	( )
<b>Passing Grade 70</b>	Total:	___	___

## SHAVING

Customer preparation: linen setup and lathering	(20)	( )	( )
Proper handling of razor (strokes)	(15)	( )	( )
Face shaved clean	(15)	( )	( )
Face properly dressed and clean of debris, and blood properly handled	(50)	( )	( )
<b>Passing grade 70</b>	Total:	___	___

## SANITATION

Demonstration of effective sanitation on workstation; 20-second handwashing	(25)	( )	( )
Combs and tools sterilized	(25)	( )	( )
Used linens and blood waste disposed of in proper receptacles	(25)	( )	( )
Demonstration of clean up at the end of exam	(25)	( )	( )
<b>Passing Grade 70</b>	Total:	___	___

## CHEMICALS

<b>Part One: Perm. "S" wave with relaxer</b>	<b>(50)</b>	<b>( )</b>	<b>( )</b>
<ul style="list-style-type: none"><li>• Customer preparation and hair analysis (10 pts)</li><li>• Hair sectioning (10 pts)</li><li>• Proper handling of tools and chemicals (15 pts)</li><li>• Uniformly placed hair rods (eight) (15 pts)</li></ul>			
<b>Part Two: Foiling with Hair Color</b>	<b>(50)</b>	<b>( )</b>	<b>( )</b>
<ul style="list-style-type: none"><li>• Customer preparation and hair analysis (10 pts)</li><li>• Proper handling of tools and chemicals (20 pts)</li><li>• Uniformly placed foils and hair color (8) (20 pts)</li></ul>			
<b>Passing Grade 70</b>	Total:	___	___

**Examiner Signature:**

**Comments:**

## REGISTERED EXAM SCORESHEET

### MEN'S HAIRCUTTING

Preparation of customer: neck strips, towels, and hair cape	(30)	( )	( )
Tapering of neckline	(40)	( )	( )
Guideline length	(15)	( )	( )
Outline of haircut	(15)	( )	( )

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**Passing Grade 70** Total: \_\_\_ \_\_\_

### SHAVING

Customer preparation: linen setup and lathering	(20)	( )	( )
Proper handling of razor (strokes)	(15)	( )	( )
Face shaved clean	(15)	( )	( )
Face properly dressed and clean of debris, and blood properly handled	(50)	( )	( )

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**Passing Grade 70** Total: \_\_\_ \_\_\_

### SANITATION

Demonstration of effective sanitation on workstation and 20-second handwashing	(25)	( )	( )
Combs and tools sterilized	(25)	( )	( )
Used linens and blood waste disposed of in proper receptacles	(25)	( )	( )
Demonstration of clean up at the end of exam	(25)	( )	( )

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**Passing Grade 70** Total: \_\_\_ \_\_\_

### FEMALE'S HAIRCUTTING

Preparation of customer: neck strips, towels, and hair cape	(40)	( )	( )
Graduated cut, long layering cut, or blunt cut with feathering	(60)	( )	( )
<ul style="list-style-type: none"><li>• Proper handling of tools</li><li>• Degree cutting based on haircut style</li><li>• Feathering technique (if applicable)</li></ul>			

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**Passing Grade 70** Total: \_\_\_ \_\_\_

**Examiner Signature:**

**Comments:**

## Required supplies

### Board-provided supplies

- Disinfecting agents and containers for tools;
- Mannequin clamp (1 per applicant);
- Paper towels;
- Sharps containers; and
- Soap.

### Applicant-provided supplies

#### *All exam types*

- Blood-spill kit, including:
  - Container for disposal of biohazardous material;
  - Disinfecting agent for skin;
  - Gauze;
  - Gloves (latex or nitrile, properly sized to the barber);
  - Styptic powder and applicator;
- Brush;
- Clippers;
- Combs: all-purpose and rat-tail;
- Containers for disposal of soiled items;
- Hair cape;
- Hair clips;
- Mannequins (2) with hair at least eight inches long;
- Neck strips;
- Shave kit, including straight razor and blades.
- Shears;
- Spray bottle;
- Towels.

#### *Apprentice exam*

- Applicator bottle labeled “relaxer,” filled with hair conditioner;
- Applicator bottle with conditioner;
- Cotton coil;
- End wraps or papers;
- Foil papers;
- Hair color prepped and ready for application for foiling;
- Perm rods;
- Relaxer product;
- Rollers (10); and
- Rolling papers.

## General requirements

### Mannequins

- Applicants must avoid markings or colorings around the mannequin's hair, scalp, or hairline during the test.
- Mannequin hair must not be parted before the exam.

### Exam structure

#### *Apprentice exams*

The exam will be 90 minutes, with three 30-minute sections in the following sequence:

1. Shave (30 minutes)
2. Men's medium taper haircut (30 minutes)
3. Chemical service (30 minutes)

#### *Registered exams*

The exam will be 90 minutes, with three 30-minute sections in the following sequence:

1. Shave (30 minutes)
2. Men's medium taper haircut (30 minutes)
3. Women's haircut (30 minutes)

### Haircut

1. Guideline length for the top of the head is no fewer than three inches left on the top.
2. Outline length must result in a well-balanced haircut. The sides of the head must be evenly blended or evenly layered.
3. Applicants must leave clean lines that outline the sideburns, around the ears, and the sides of the neck.

### Blood exposure incident

Examiners will use a red marker or other method of demarcating a simulated cut. Then the applicant must:

1. Stop immediately;
2. Put gloves on;
3. Treat the wound by cleaning the stimulated cut;
4. Apply styptic powder, making sure the bleeding has stopped (when indicated by the examiner) before proceeding with service;
5. Safely dispose of used materials; and

6. Wash hands and continue.

## Exam requirements and description of scoring elements

### Apprentice exam

#### *Men's haircut*

1. Preparation of customer: neck strips, towels, and hair cape. Applicants must be able to properly prepare a customer for a men's haircut by:
  - a. Applying the neck strip on the client;
  - b. Placing towels on the headrest;
  - c. Applying the hair cape to the side of the customer's chair and across his chest; and
  - d. Avoiding use of the over-the-head maneuver with the hair cape.
2. Tapering of neckline. Applicants must demonstrate a graduated blend using shears or clippers, as follows:
  - a. Demonstrate a balanced and light trimming around the sideburns, over the ears, and along the sides of the neck; and
  - b. Hair should be tapered one inch above the top of ears.
3. Guideline length and outline of haircut. The overall length of the entire haircut should be a well-balanced and evenly tapered haircut, with the length of the sides complimenting the length of the crown.

#### *Shaving*

1. Customer preparation: linen setup and lathering. Applicants must demonstrate that they can properly prepare a customer for shave, as indicated below:
  - a. Make sure that the chair is prepped and ready for customer to be seated;
  - b. Complete the linen setup; and
  - c. Position the customer's head while lathering.
2. Proper handling of razor (strokes). Applicants must demonstrate:
  - a. Knowledge of the 14-step shave and safe use of the razor.
  - b. Methods for preventing razor bumps and ingrown hairs.
3. Face shaved clean. Since applicants will be demonstrating shaves on mannequins, examiners will look at one of following, depending on the exam style chosen by the board:
  - a. Whether there are "nicks, cuts, or slices" on the mannequin with no beard; or
  - b. Whether a mannequin with a beard has been shaved clean.
4. Face properly dressed and clean of debris, and blood properly handled. Applicants must properly:
  - a. Apply lotions, creams, powders, and oils;
  - b. Follow procedures for cleaning up blood under a simulated nick or cut; and
  - c. Apply the correct product for the correct purpose of use.

## *Sanitation*

1. Demonstration of effective sanitation on workstation and 20-second handwashing. Applicants must:
  - a. Demonstrate proper workstation disinfection using EPA-registered cleaning products; and
  - b. Demonstrate 20 seconds of proper handwashing, following CDC guidelines.
2. Combs and tools sterilized. Tools must come sterilized and be stored in clean containers.
3. Used linens and blood waste disposed of in proper receptacles.
  - a. All soiled linens must go in soiled bags;
  - b. Trash must be disposed of in trash cans;
  - c. Used gloves, swabs, gauze, or anything else that may have come into contact with blood must go in a zipped baggy labeled as biohazard; and
  - d. Used razors must go into sharps containers.
4. Demonstration of clean up at the end of exam. Applicants must demonstrate disinfection of the workstation using EPA-registered cleaning products.

## *Chemical service—part one*

Applicants must demonstrate the water wrap for a permanent “S” wave curl. This is the physical part of the chemical textured service. Relaxer will be added as a retouch for “new growth” hair, and then rods should be placed to create tension for a perfect “S” wave curl. Barbers must apply three hair rolling methods as part of their hair rolling. After three they may wrap the hair however way they choose. By the end, applicants should show a complete “S” wave curl of eight rows.

1. Customer preparation and hair analysis.
  - a. For the purpose of this part of the exam, applicants will assume that the customer (a mannequin) wants a retouch for new growth and “S” waves.
  - b. Applicants must prepare their mannequin for the chemical service by conducting a hair analysis, looking for any signs of cuticle damage, elasticity, split ends, etc.
2. Hair sectioning. Before the service begins, the applicant must section the hair in four parts.
3. Proper handlings of tools and chemicals. Applicants must show how they handle tools on the hair and how to apply chemical touch ups. Examiners will judge applicants on well they switch from tools to chemical applications.
4. Uniformly placed hair rods. Applicants must properly:
  - a. Apply hair wraps on hair rods;
  - b. Demonstrate the three different methods of hair wrapping; and
  - c. Create tension for rolling hair onto rods.

## *Chemical service—part two*

Applicants must demonstrate foiling with hair color. Hair should already be parted into four sections from the first part. The second half of the mannequin will be used to show the foiling process. By the end, applicants should show a complete set of eight rows of uniformly placed foiled hair.

1. Customer preparation and hair analysis.
  - a. For the purpose of this part of the exam, applicants will assume that the customer (a mannequin) wants hair color applied by using foil.
  - b. Applicants must prepare their mannequin for the chemical service by conducting a hair analysis, looking for any signs of cuticle damage, elasticity, split ends, etc.
2. Proper handling of tools and chemicals. Applicants must show how they handle tools on the hair and how to apply chemical touch ups. Examiners will judge applicants on well they switch from tools to chemical applications.
3. Uniformly placed hair foils and hair color properly applied. Applicants must properly:
  - a. Apply foil; and
  - b. Apply hair color.

## **Registered exam**

### *Men's haircut*

1. Preparation of customer: neck strips, towels, and hair cape. Applicants must be able to properly prepare a customer for a men's haircut by:
  - a. Applying the neck strip on the client;
  - b. Placing towels on the headrest;
  - c. Applying the hair cape to the side of the customer's chair and across his chest; and
  - d. Avoiding use of the over-the-head maneuver with the hair cape.
2. Tapering of neckline. Applicants must demonstrate a graduated blend using shears or clippers, as follows:
  - a. Demonstrate a balanced and light trimming around the sideburns, over the ears, and along the sides of the neck; and
  - b. Hair should be tapered one inch above the top of ears.
3. Guideline length and outline of haircut. The overall length of the entire haircut should be a well-balanced and evenly tapered haircut, with the length of the sides complimenting the length of the crown.

### *Shaving*

1. Customer preparation: linen setup and lathering. Applicants must demonstrate that they can properly prepare a customer for shave, as indicated below:
  - a. Make sure that the chair is prepped and ready for customer to be seated;
  - b. Complete the linen setup; and
  - c. Position the customer's head while lathering.

2. Proper handling of razor (strokes). Applicants must demonstrate:
  - a. Knowledge of the 14-step shave and safe use of the razor.
  - b. Methods for preventing razor bumps and ingrown hairs.
3. Face shaved clean. Since applicants will be demonstrating shaves on mannequins, examiners will look at one of following, depending on the exam style chosen by the board:
  - a. Whether there are “nicks, cuts, or slices” on the mannequin with no beard;  
or
  - b. Whether a mannequin with a beard has been shaved clean.
4. Face properly dressed and clean of debris, and blood properly handled. Applicants must properly:
  - a. Apply lotions, creams, powders, and oils;
  - b. Follow procedures for cleaning up blood under a simulated nick or cut;  
and
  - c. Apply the correct product for the correct purpose of use.

### *Sanitation*

1. Demonstration of effective sanitation on workstation and 20-second handwashing. Applicants must:
  - a. Demonstrate proper workstation disinfection using EPA-registered cleaning products; and
  - b. Demonstrate 20 seconds of proper handwashing, following CDC guidelines.
2. Combs and tools sterilized. Tools must come sterilized and be stored in clean containers.
3. Used linens and blood waste disposed of in proper receptacles.
  - a. All soiled linens must go in soiled bags;
  - b. Trash must be disposed of in trash cans;
  - c. Used gloves, swabs, gauze, or anything else that may have come into contact with blood must go in a zipped baggy labeled as biohazard; and
  - d. Used razors must go into sharps containers.
4. Demonstration of clean up at the end of exam. Applicants must demonstrate disinfection of the workstation using EPA-registered cleaning products.

### *Women's haircut*

At check-in, applicants will be given a code relating to one of three haircutting techniques. Based on the code, the applicant may have to perform a graduated cut, long layering cut, or a blunt cut with feathering.

1. Customer preparation: linen setup and lathering. Applicants must demonstrate that they can properly prepare a customer for shave, as indicated below:
  - a. Make sure that the chair is prepped and ready for customer to be seated;
  - b. Complete the linen setup; and
  - c. Position the customer's head while lathering.

2. Graduated cut, long layering, or blunt cut with feathering.
  - a. Proper handling of tools. Applicants must demonstrate knowledge of barber tools.
  - b. Degree cutting based on haircut style. Applicants must demonstrate how a barber holds the hair and positions the hand, depending on the assigned haircut style.
  - c. Feathering technique (if applicable): applicants who are assigned BF1 must demonstrate the use of feathering to lighten the thickness of the customer's hair.