



NATURAL HAIR
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HB3356 Hurts Licensed Braiders, Unlicensed Braiders & Small Businesses. Here's why:

Economic Impact of HB3356 on Licensed Hair Braiders

- 1 Increased Education Costs:** Licensed hair braiders would be required to attend full cosmetology school, incurring tuition costs of **\$15,000–\$25,000** for training unrelated to braiding.
- 2 Loss of Income While in School:** Licensed hair braiders would have to stop or drastically reduce their businesses to attend school, causing immediate financial losses.
- 3 Loss of Business Insurance:** Without a valid license, licensed hair braiders who currently operate salons or suites would lose business insurance, making it impossible to protect their clients or themselves.
- 4 Restricted Industry Access:** Licensed hair braiders would lose access to professional beauty events, wholesale stores, and discounted products, increasing their cost of doing business.
- 5 Higher Supply Costs:** Without access to professional pricing, hair braiders and natural hair professionals would pay 40–60% more for the tools, hair, and products needed to serve clients.
- 6 Loss of Teaching Opportunities:** Licensed hair braiding instructors would no longer be qualified to teach in cosmetology schools without additional training, thereby removing career advancement opportunities.
- 7 Impact on Small Businesses & Communities:** The majority of licensed hair braiders are **Black women entrepreneurs**. HB3356 would disproportionately harm their livelihoods and erase recognition as professionals in the beauty industry, thereby reducing economic independence, opportunities for business funding, and local job creation.

Economic Impact of HB3356 on Unlicensed Hair Braiders

- 1 Stuck in the Shadows:** Unlicensed hair braiders would remain limited to working in homes, basements, or uninsured salon suites, with no pathway to grow into legitimate small businesses that can legitimately access capital to expand and grow their businesses.
- 2 Career Stagnation:** Without a license and professional training, hair braiders will not be able to advance into professional roles, such as salon ownership, product development, teaching, or mentoring, in a legitimate manner. Certification programs do not carry the same weight in the beauty industry.
- 3 High Liability for Salons:** Salon owners cannot insure unlicensed hair braiders, which increases their business risk and limits employment opportunities.
- 4 Legal & Financial Risk:** Unlicensed hair braiders face greater exposure to lawsuits, fines, and business closures when services are performed incorrectly and without regulation or professional standards. The risk of lawsuits, personal financial loss, and business loss due to financial risk increases.
- 5 Lack of Recognition:** Hair braiders would be treated as gig workers instead of professionals, losing credibility, stability, and access to the benefits of licensed work in the beauty industry.
- 6 Unnecessary Costs:** To gain credibility, hair braiders would be required to attend cosmetology school, spending thousands of dollars on training in a field not relevant to their craft, which makes it even more difficult to afford.
- 7 Weaker Training Pipeline:** Aspiring hair braiders who cannot braid and want to learn the craft would no longer have access to strong, culturally rooted training programs—leading to lower quality education and a decline in the standard of natural hair care.

Clearly, this results in a loss of dollars, business impact, and closures, as well as job losses—the very thing legislators claim they are trying to fix.

HB3356 harms unlicensed hair braiders by trapping them in unsafe, low-opportunity conditions that limit career growth, professional recognition, and access to the beauty industry—causing economic hardship, career stagnation, and increased consumer risk.