



COMMONWEALTH of VIRGINIA

Department of Professional and Occupational Regulation

Glenn A. Youngkin
Governor

James B. "Jeb" Wilkinson, Jr.
Director

G. Bryan Slater
Secretary of Labor

MEMORANDUM

TO: Licensed PCT Schools

FROM: Kelley Smith
Executive Director

PHONE: 804-367-8590

DATE: December 30, 2025

SUBJECT: Regulatory Changes to Permanent Cosmetic Tattoo Curriculum and Performance Requirements

The Board for Barbers and Cosmetology has updated the curriculum and performance requirements for permanent cosmetic tattooing and master permanent cosmetic tattooing programs. **These new requirements will go into effect on January 5, 2026.** Permanent cosmetic tattooing schools must submit their updated curriculum documents by **April 1, 2026**. Schools that miss this deadline or fail to meet the new requirements will be considered out of compliance and will face administrative termination. Continuing to operate without an approved program may result in disciplinary action.

The following documents must be submitted to and approved by the Board in order to teach the updated curriculum:

1. A syllabus form (provided by the board)
OR
Updated syllabus complete with:
 - Course of study and hours of program
 - Textbooks used
 - Schedule
 - Days and times classes are held
 - Breaks to be given, as they cannot be counted towards the hours
 - If the course is full or part time. If one or the other is not offered, this must be specified
 - How long the program will take to complete in weeks
 - Online instruction information, if applicable
 - What topics are taught online — keep in mind only theory is allowed
 - What learning platform will be used
 - How long students will have to complete the online instruction
 - How student identity will be verified
2. A performance evaluation document (sample form provided by the board)
3. Course outline curriculum form (provided by the board)

All of the above MUST be submitted in order to be approved by the board. If you have both the basic and master programs, these documents must be submitted for each program respectively.

The Board has created and included several forms to assist you with providing the necessary information to be approved as quickly as possible. The use of these forms is not mandatory but will assist you with getting approval. If you choose not to use the forms, you must submit the required updated information in your own format. If desired, you can use the Board supplied forms for efficient approval and, at a later date, submit documents that reflect your school branding.

For your reference, the new curriculum requirements and FAQs concerning the updated curriculum are enclosed. The permanent cosmetic tattooing curriculum changes will also be uploaded to the DPOR website, the Virginia LIS (legislative information system) website, and the Virginia Townhall website.

You may contact the Board office by telephone at (804) 367-8509, or by email at rr-bchopschoolroster@dpor.virginia.gov, with any questions that you may have pertaining to the information provided in this memo or any of the Board's programs.

18VAC41-50-280 Tattooing and permanent cosmetic tattooing school curriculum requirements

D. The outline for permanent cosmetic tattooing must include the following:

1. Virginia tattooing laws and regulations - minimum of five hours of instruction.
2. Machines and devices - minimum of 15 hours of instruction:
 - a. Coil or rotary machine;
 - b. Hand device; and
 - c. Other devices.
3. Needles and cartridges - minimum of 10 hours of instruction:
 - a. Types;
 - b. Uses; and
 - c. Application.
4. Anatomy - minimum of 10 hours of instruction:
 - a. Layers of skin;
 - b. Parts and functions of skin; and
 - c. Diseases.
5. Color theory - minimum of five hours of instruction:
 - a. Skin and pigment color; and
 - b. Handling and storage of pigments.
6. Transmission cycle of infectious diseases - minimum of five hours of instruction.
7. Immunization - minimum of five hours of instruction:
 - a. Types of immunizations; and
 - b. General preventative measures to be taken to protect the tattooer and client.
8. Sanitation and disinfection - minimum of 15 hours of instruction:
 - a. Definition of terms:
 - (1) Sterilization;
 - (2) Disinfection and disinfectant;
 - (3) Sterilizer or sterilant;
 - (4) Antiseptic;
 - (5) Germicide;
 - (6) Decontamination; and
 - (7) Sanitation;
 - b. The use of steam sterilization equipment and techniques;
 - c. The use of chemical agents, antiseptics, and disinfectants;
 - d. The use of sanitation equipment;
 - e. Preservice sanitation procedure; and
 - f. Postservice sanitation procedure.
9. Safety - minimum of five hours of instruction:
 - a. Proper needle handling and disposal;
 - b. Blood spill procedures;
 - c. Equipment and instrument storage; and
 - d. First aid.
10. Bloodborne pathogen standards - minimum of five hours of instruction:
 - a. OSHA and CDC bloodborne pathogen standards;
 - b. Overview of compliance requirements; and
 - c. Disorders and when not to service a client.

11. Anesthetics - **minimum of 10 hours of instruction:**
 - a. Use;
 - b. Types;
 - c. Application; and
 - d. Removal.
12. Equipment - **minimum of five hours of instruction:**
 - a. Gloves;
 - b. Masks;
 - c. Apron;
 - d. Chair;
 - e. Lighting; and
 - f. Work table.
13. Professional standards - **minimum of five hours of instruction:**
 - a. History of permanent cosmetic tattooing;
 - b. Ethics;
 - c. Recordkeeping:
 - (1) Client health history; and
 - (2) Consent forms;
 - d. Preparing station, making appointments, and salon ethics:
 - (1) Maintaining professional appearance and notifying clients of schedule changes; and
 - (2) Promoting services of the salon and establishing clientele; and
 - e. Salon management:
 - (1) Licensing requirements; and
 - (2) Taxes.
14. Permanent cosmetic tattooing - **minimum of 100 hours of instruction:**
 - a. Client consultation;
 - b. Client health form;
 - c. Client disclosure form;
 - d. Client preparation;
 - e. Drawing and mapping;
 - f. Sanitation and safety precautions;
 - g. Implement selection and use;
 - h. Proper use of equipment;
 - i. Material selection and use;
 - j. Eyebrows;
 - k. Microblading;
 - l. Eyeliner;
 - m. Lip coloring;
 - n. Lip liners; and
 - o. Scalp micropigmentation.

18VAC41-50-290 Hours of instruction and performances

C. A minimum of 60 performances must be completed as part of the permanent cosmetic tattooing instruction, including:

Eyebrow	10 performances
Microblading	10 performances
Lip Liner	five performances
Lip Color	five performances
Eyeliner	10 performances
Scalp micropigmentation	20 performances

18VAC41-50-280 Tattooing and permanent cosmetic tattooing school curriculum requirements

E. The outline for master permanent cosmetic tattooing must include the following:

1. Virginia tattooing laws and regulations - minimum of five hours of instruction.
2. Machines and devices - minimum of five hours of instruction:
 - a. Coil or rotary machine;
 - b. Hand device; and
 - c. Other devices.
3. Needles and cartridges - minimum of five hours of instruction:
 - a. Types;
 - b. Uses; and
 - c. Application.
4. Advanced practical clinical anatomy - minimum of 10 hours of instruction:
 - a. Eyelid anatomy;
 - b. Lip anatomy; and
 - c. Breast anatomy.
5. Advanced color theory - minimum of 10 hours of instruction.
6. Organic and inorganic pigment - minimum of five hours of instruction.
7. Understanding the surgical process - minimum of five hours of instruction:
 - a. The latissimus dorsi flap procedure;
 - b. Abdominoplasty and breast reconstruction;
 - c. Other reconstruction procedures:
 - (1) Deep inferior epigastric artery (perforator DIEP) flap; and
 - (2) Superior gluteal artery (perforator DIEP) flap;
 - d. Flap size versus areola size; and
 - e. Implant reconstruction:
 - (1) Tissue expansion;
 - (2) Placing the implant;
 - (3) Implant versus flap reconstruction;
 - (4) Saline versus silicone;
 - (5) Radiation therapy; and
 - (6) Lymphedema.
8. Client consultation - minimum of 10 hours of instruction.
9. Breast areolar pigmentation - minimum of 10 hours of instruction:
 - a. Chart notes;
 - b. Health Insurance Portability and Accountability Act (HIPAA);
 - c. Room setup;
 - d. Anesthetic for breast procedures;
 - e. Color selection;
 - f. Needle selection;
 - g. Design and placement:
 - (1) Position of the areola or nipple complex;
 - (2) The Penn Triangle;
 - (3) Diameter of the areola; and

- (4) Nipple reconstruction;
 - h. Creating three-dimensional nipple or areola:
 - (1) Understanding and creating a reflection of light; and
 - (2) The value of color;
 - i. Covering scar tissue and periareolar scar blending;
 - j. Aftercare:
 - (1) Tegaderm aftercare instructions; and
 - (2) Follow up; and
 - k. Precautions and contraindications.
10. Skin cancer - **minimum of five hours of instruction:**
- a. Basal cell carcinomas;
 - b. Squamous cell carcinomas; and
 - c. Melanoma.
11. The art of camouflage - **minimum of 10 hours of instruction:**
- a. Client or patient selection and handling;
 - b. Contraindications and when not to perform services;
 - c. Skin tones;
 - d. Color selection and skin tone matching;
 - e. Scars;
 - f. Burn scars; and
 - g. Common needle configurations used for camouflage.
12. Side effects - **minimum of five hours of instruction.**
13. Insurance - **minimum of five hours of instruction.**
14. Master permanent cosmetic tattooing procedures - **minimum of 110 hours of instruction:**
- a. Lip;
 - b. Areola;
 - c. Blush;
 - d. Camouflage; and
 - e. Eyeshadow.

18VAC41-50-290 Hours of instruction and performances

D. A minimum of 55 performances must be completed as part of the master permanent cosmetic tattooing instruction, including:

Lip (cleft lip repigmentation)	five performances
Areola	10 performances
Blush application	10 performances
Camouflage	10 performances
Scar repigmentation	10 performances
Eyeshadow	10 performances



Tattooing & Permanent Cosmetic Tattooing Curriculum Update - Frequently Asked Questions

Q: What exactly is changing?

A: None of the curriculum *topics* are changing. However, each topic is now assigned a specific number of hours within the curriculum. Same topics, new hours of instruction. For permanent cosmetic tattooers, the performance requirements have increased and are now completely defined.

Q: When do these changes become effective?

A: January 5th, 2026

Q: I already have students enrolled, how will these changes affect them?

A: Students enrolled in one of the affected programs before January 5th, 2026, will have to either:

1. Finish the program they started:
 - a. Students must complete the tattoo program by December 31st, 2026
 - b. Students must complete the permanent cosmetic tattoo program by June 30th, 2026.
 - c. Students must complete the master permanent cosmetic tattoo program by June 30th, 2026.

OR

2. Transfer to the new program

Whether transferring will benefit the student or not must be evaluated on a case-by-case basis. For example, a student who is nearly done with their program would not benefit from a transfer compared to someone who just started, or who may need to take a leave of absence. If a student can reasonably finish by the deadline, they should be fine without a transfer.

Q: Will graduates trained under the requirements effective before January 5th, 2026, still be eligible to sit for the state board exams?

A: Yes, as long as the program they completed was board-approved and in effect when they started it.

Q: What happens if a school does not have the new program approved by the effective date?

A: Schools without a new program approved by the board will not be able to enroll new students after the effective date. This is because after the effective date, the old programs will not exist.

Q: I am a school, what do I need to do?

A: New documentation will be required. All schools will be receiving an update packet via USPS Certified Mail and email containing information about the update, as well as a complete list of what to submit.

Find that complete list below:

- A syllabus form (provided by the board)

OR

Updated syllabus complete with:

- Course of study and hours of program
- Textbooks used
- Schedule
 - Days and times classes are held
 - Breaks to be given, as they cannot be counted towards the hours
 - If the course is full or part time. If one or the other is not offered, this must be specified
 - How long the program will take to complete in weeks
- Online instruction information, if applicable
 - What topics are taught online — keep in mind only theory is allowed
 - What learning platform will be used
 - How long students will have to complete the online instruction
 - How student identity will be verified
- Course outline curriculum form (provided by the board)
- For permanent cosmetic tattoo and master permanent cosmetic tattoo programs ONLY: A performance evaluation document (sample form provided by the board)
- All of the above MUST be submitted in order to be approved by the board

Q: When do I need to submit the new required documentation?

A: New documentation must be submitted to the Board by April 1, 2026. Schools that miss this deadline or fail to meet the new requirements will be considered out of compliance and will face administrative termination. Continuing to operate without an approved program may result in disciplinary action.

Q: When may I begin teaching the new curriculum?

A: Schools may begin offering the new curricula once their required documents have been approved by the Board.

Virginia Board for Barbers and Cosmetology
Department of Professional and Occupational Regulation
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Richmond, Virginia 23233-1485
(804) 367-8509

Virginia Board for Barbers and Cosmetology

www.dpor.virginia.gov

barbercosmo@dpor.virginia.gov



School Instructional Hours and Program Length
No Fee Required

This form is not mandatory, however, it will assist the Board in processing your application in a timely manner.

School Instructional Hours and Program Length

Instructional hours for full-time students (if applicable):

Please specify times as A.M. or P.M.

Monday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Tuesday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Wednesday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Thursday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Friday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Saturday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Sunday: _____ to _____ – (minus) _____ Break

Total instructional hours per day: _____

Total instructional hours per week: _____

Total program hours divided by the total instructional hours for the week: _____ (this is the program length)

Approximate Program Length: _____ number of weeks

Instructional hours for part-time students (if applicable):

Please specify times as A.M. or P.M.

Monday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Tuesday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Wednesday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Thursday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Friday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Saturday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Sunday: _____ to _____ – (minus) _____ Break Total instructional hours per day: _____

Total instructional hours per week: _____

Total program hours divided by the total instructional hours for the week: _____ (this is the program length)

Approximate Program Length: _____ number of weeks

Instructors may only teach one class at a given time. If you only have one instructor, you cannot have concurrent classes on your schedule.

Please list the holidays in which the school is closed

I certify that the information above is true and accurate, and the school will abide by the contents indicated above.

Responsible manager signature: _____ Date: _____

Responsible manager signature: _____ Date: _____

Responsible manager signature: _____ Date: _____

Grading Scale:

A= _____ to _____ (list number grades)

B= _____ to _____ (list number grades)

C= _____ to _____ (list number grades)

D= _____ to _____ (list number grades)

F= _____ to _____ (list number grades)

Instructor:

List each **Instructor** who is currently employed by the school, their instructor license number, and the school license number. School license numbers are used to identify which instructors are at which locations. Instructors not given below will be removed from the license.

Instructor's Full Legal Name	Instructor License #	School License #	Signature*

*** As part of our commitment to ensuring the health, safety, and welfare of the public, the board may reach out to verify employment. Please advise instructors that they may receive a call/email from the board.**

Attendance Policy:

Regular attendance is crucial to your success in the program. A detailed attendance policy will be outlined in the program handbook or contract.

Academic Integrity:

The program upholds a strict policy on academic integrity. Cheating and plagiarism will not be tolerated. More details will be provided by your school.

I certify that the information above is true and accurate, and the school will abide by the contents indicated above. I am aware that submitting false information, omitting pertinent or material information, or failing to update or provide supplemental information as requested in connection with this application will delay processing and may lead to license revocation or denial of license. I have read, understand, and complied with all the laws of Virginia related to this profession under the provisions of Title 54.1, Chapter 7, of the Code of Virginia and the Virginia Board for Barbers and Cosmetology Regulations.

Responsible Manager Signature _____

Date _____

Responsible Manager Signature _____

Date _____

Responsible Manager Signature _____

Date _____

Virginia Board for Barbers and Cosmetology
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Virginia Board for Barbers and Cosmetology
Master Permanent Cosmetic Tattoo Curriculum Form
No Fee Required
This form is not mandatory

Detailed Course Outline

According to Section 18VAC41-50-280 of the Tattoo Regulations, the curriculum of a licensed permanent cosmetic tattoo school must cover the minimum required topics and hours of instruction. 18VAC41-50-280.D outlines the minimum hours of instruction for the permanent cosmetic tattoo curriculum. Schools that provide additional hours of instruction and/or performances must specify the extra hours and topics for each section in the blank spaces provided below.

Curriculum Requirements

1. Virginia tattooing laws and regulations

If you are adding additional topics, list them below:

Check this box if you are **ONLY** offering the minimum 5 hours of instruction.

Check this box if you are offering **MORE** than the minimum hours of instruction. List the number of hours here _____.

2. Machines and devices

- a. Coil or rotary machine;
- b. Hand device; and
- c. Other devices.

If you are adding additional topics, list them below:

Check this box if you are **ONLY** offering the minimum 5 hours of instruction.

Check this box if you are offering **MORE** than the minimum hours of instruction. List the number of hours here _____.

3. Needles and cartridges

- a. Types;
- b. Uses; and
- c. Application.

If you are adding additional topics, list them below:

Check this box if you are **ONLY** offering the minimum 5 hours of instruction.

Check this box if you are offering **MORE** than the minimum hours of instruction. List the number of hours here _____.

4. Advanced practical clinical anatomy

- a. Eyelid anatomy;
- b. Lip anatomy; and
- c. Breast anatomy.

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 10 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

5. Advanced color theory

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 10 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

6. Organic and inorganic pigment

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 5 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

7. Understanding the surgical process

- a. The latissimus dorsi flap procedure;
- b. Abdominoplasty and breast reconstruction;
- c. Other reconstruction procedures:
 - (1) Deep inferior epigastric artery (perforator DIEP) flap; and
 - (2) Superior gluteal artery (perforator DIEP) flap;
- d. Flap size versus areola size; and
- e. Implant reconstruction:
 - (1) Tissue expansion;
 - (2) Placing the implant;
 - (3) Implant versus flap reconstruction;
 - (4) Saline versus silicone;
 - (5) Radiation therapy; and
 - (6) Lymphedema.

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 5 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

8. Client consultation

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 10 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

9. Breast areolar pigmentation

- a. Chart notes;
- b. Health Insurance Portability and Accountability Act (HIPAA);
- c. Room setup;
- d. Anesthetic for breast procedures;
- e. Color selection;
- f. Needle selection;
- g. Design and placement:
 - (1) Position of the areola or nipple complex;
 - (2) The Penn Triangle;
 - (3) Diameter of the areola; and
 - (4) Nipple reconstruction;
- h. Creating three-dimensional nipple or areola:
 - (1) Understanding and creating a reflection of light; and
 - (2) The value of color;
- i. Covering scar tissue and periareolar scar blending;
- j. Aftercare:
 - (1) Tegaderm aftercare instructions; and
 - (2) Follow up; and
- k. Precautions and contraindications..

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 10 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

10. Skin cancer

- a. Basal cell carcinomas;
- b. Squamous cell carcinomas; and
- c. Melanoma.

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 5 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

11. The art of camouflage

- a. Client or patient selection and handling;
- b. Contraindications and when not to perform services;
- c. Skin tones;
- d. Color selection and skin tone matching;
- e. Scars;
- f. Burn scars; and
- g. Common needle configurations used for camouflage.

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 10 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

12. Side effects

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 5 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

13. Insurance

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 5 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

14. Master permanent cosmetic tattooing procedures

- a. Lip;
- b. Areola;
- c. Blush;
- d. Camouflage; and
- e. Eyeshadow.

If you are adding additional topics, list them below:

Check this box if you are ONLY offering the minimum 110 hours of instruction.

Check this box if you are offering MORE than the minimum hours of instruction. List the number of hours here _____.

18VAC41-50-290 Hours of instruction and performances

D. A minimum of 55 performances must be completed as part of the master permanent cosmetic tattooing instruction, including:

Lip (cleft lip repigmentation)	five performances
Areola	10 performances
Blush application	10 performances
Camouflage	10 performances
Scar repigmentation	10 performances
Eyeshadow	10 performances

If you are adding additional performances, list them below:

Schools must adhere to the above curriculum and performance standards. Failure to comply with the information provided on this form may result in license revocation or suspension, denial of application, or imposition of a monetary penalty.

I certify that the information above is true and accurate, and the school's detailed course outline contains the information indicated above. I am aware that submitting false information or omitting pertinent or material information in connection with this application will delay processing and may lead to license revocation or denial of license. I have read, understand, and complied with all the laws of Virginia related to this profession under the provisions of Title 54.1, Chapter 7, of the Code of Virginia and the Virginia Board for Barbers and Cosmetology Regulations.

Responsible Manager Signature _____ Date _____

Responsible Manager Signature _____ Date _____

Responsible Manager Signature _____ Date _____

School Name _____

School License Number(s): _____
