

## Change 1 Thing

License Type	If you could change one service, process, law, or rule at TDLR, what would it be? (limit of 250 characters)
AB	Everything suits me fine currently as I have no problems with my license
AB	For me, everything is excellent. I cannot think of anything I would change.
AB	All good
AB	I would like to see TDLR limit the amount of raps licensee certificates issued each year so as not to saturate the market.
AB	Confirmation and information after signing up for academies
AB	Allow the transferring of files electronically
AB	Broader interpretation of the Texas accessibility standards as they relate to process facilities not open to the public.
AB	Have a clear understanding of rules covering sports facilities such as gymnasium seating, steps, handrails, etc.
AB	I would get more contractors to report illegal services being done to public. supply houses selling to unlicensed contractors
AB	Tech info project status update form taps requirements for children across the board, the provided table does not cover enough elements for children technical memos
AB	I would like a better definition of issue for the start of the twenty days for plans to be submitted in.
AB	5 days to register the project , after plans are submitted they are change very often by building official. register should be after building permit is issue.
AB	Ear - (on-line project registration) - anyone should be able to receive a ear project # on-line for a construction project without being required to make an e-payment. this would ensure more projects that are required to be registered are being registered. it shouldn't be an issue as long as the registration fees are submitted along with the full construction document submittal within the required timeline.
AB	
AB	Make it easier to call and get a direct straight answer when the need arises. figure out some way to catch and stop people from doing electrical or plumbing work for the public that requires a state license that either have no license at all or the wrong type of license, especially in small towns or rural areas of Texas.
AB	Consistency of taps reviews, some items are subject to interpretation and each review is different. send out inspectors to review existing construction (violators)
AB	I would like to be able to access project registration information directly to make changes such as address, contact info, estimated completion date, etc.
AB	All forms required to be used by architectural barriers need to have capability of being filled out online, rather than printing hardcopies of puff files and filling them out by hand. project status update forms, request forms, response forms, etc.
AB	The government agency does not provide "services" - it performs a duty. I think that the tax on employees of refrigeration shops should be eliminated.
AB	More complete answers which better explain and discuss problems presented for opinions.
AB	To review questions missed on testing exam for raps.
AB	Include more continuing education topics. 410a change over info. more varying info related to HVACs I don't have many choices, took the same course 3 years in a row.

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AB	More inspectors are needed to enforce laws and rules. higher limits on insurance for contractors.
AB	Mailing push's during the taps plan review/inspection process. files should be updated via computer until approved and sent back to TDLR.
AB	How much the accessibility academy costs for those of us just wanting the education/information re; the adam, aback, taps
AB	1. provide education class is through the local aria chapters at major cities.
AB	Private curb ramp texture requirements to be consistent with those allowed for tuxedo
AB	Would not make the design professional liable for submitting the documents - it should be the building owners responsibility
AB	Aviation facilities (not parking lots or driving areas) need to have some process for getting variance on TDLR rules. specially for airlines lounges and air bridges.
AB	Rotating board members more often
AB	Re concerning of bringing back of grandfathering licenses, of course with approved application or by other means
AB	Biennial or triennial license renewal
AB	Do not issue licenses to non-citizens or students from another country!!!!
AB	Eliminate architectural barriers division after the ada-aba guidelines are adopted by do
AB	Reduce bureaucracy. reduce annual fees for the raps.
ACR	I am please, for what TDLR, as down so far.
ACR	I am satisfied with there services rendered to me
ACR	Happy for the plan you have in place now.
ACR	None at this time.
ACR	I have no complaints against TDLR.
ACR	TDLR services are running very smoothly for us. processing, communication, timely responses, web information -- everything is working great.
ACR	I find a state refrigeration license to be a hassle. you don't have to have a drivers license in every state to drive through it. there should be federal licensure, or reciprocity between states. and, there should be different requirements for Freon jockeys and industrial apps.
ACR	Make it illegal for handymen and others from changing out air duct (work) without a license. every carpet cleaner and duct cleaner can change out duct work without a license and this is not fair since HVACs contractors do try to correct system issues when on the job and not just replace ducts this seems to be counter productive to Accad and doe energy policies.
ACR	There is a strong need for a basic education requirement for technicians and continuing education after registration. I do service advising for a manufacturer and the lack of skill and knowledge evidenced in HVACs installations in Texas is beyond belief. as a license holder I can hire a unlimited number of technicians with no training to do installs. the problems I see reflect this problem. my background in service issues goes back to 1996, not a new problem.
ACR	Code enforcement visibility general contractors are going by many different sets of rules need to uniform to international code
ACR	Need state inspections or something to make contractors follow state code in homes and buildings outside of city jurisdictions
ACR	Require licensed inspection on state contract work

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ACR	Availability of classroom instructor classes. if classroom instructor classes were offered on Saturday instead of during the week. the online courses may fulfill the requirement but are extremely mundane and non beneficial for anyone who already has licensing.
ACR	End letter of license (i.e.. e, c etc) easier to obtain rather than totally retaking the full exam. rather ridiculous.
ACR	Be more aggressive with enforcing code compliance by municipal and county governments. over a 27 year period I saw Dallas county sneer at the neck and TDLR, doing many things that endanger property and people. change the rules to make them as subject as individuals and private businesses.
ACR	Aggressive action against and heavier fines and or revocation of licensed contractors licenses that do not pull permits on work such as residential change outs. our company pulls more residential change out permits in Lubbock Texas than any other company and we certainly are not one of the largest companies. also equally as heavy of enforcement for those companies that open permits with the city but do not call for final inspections. this is truly a epidemic in our industry. it obviously allows for low quality work to be performed without any policing and minimal punishment when caught.
ACR	Licensing process
ACR	Our profession is still very new to TDLR so I don't yet know.
ACR	Don't know.
ACR	None
ACR	I do not know
ACR	Cant answer with one rule
ACR	N/a
ACR	Not at this time.
ACR	N/a
ACR	A license just for personal or family use only as a stay at home mom I no longer deal with clients
ACR	Na
ACR	Our industry, property tax professionals, has not been a part of TDLR long enough to know what changes should be made.
ACR	None
ACR	No comments at this time.
ACR	None at this time...
ACR	N/a
ACR	Phone service improvement, and criteria for licensing of HVACs contractors a lot of people are good at test taking but not good on design and problem solving in the field they lead to a lot of misrepresentation and false info to customers shoddy workmanship
ACR	Permit use of debit/credit cards for purchase of license, tags, and seals
ACR	The face mandatory rule and use in my opinion this breaker has not been tested fully before the use of this protection device was put in place and made a requirement. the nuisance trip on multiple projects and all involve appliances such as home vic's has become an issue with larger 500 k and smaller jobs. but all have resulted in un happy customers.
ACR	Make submitting driller's reports mandatory. it would also be helpful if the aquifers were required to be identified by a hydro geologist before they are sent in.

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ACR	All investigators/inspectors employed by TDLR should be required to hold a license in any and all fields, skills, crafts and trades in which they are assigned to investigate or inspect. otherwise, in my opinion, they are not qualified.
ACR	Making companies aware of your laws, I'm a maintenance man at my company and I'm the only one here that is registered with you.
ACR	More enforcement of a/c work without license,
ACR	TDLR should have more enforcement for licensed contractors in riot grandee valley area...too many unlicensed people performing HVACs install, service and repair and are not qualified to do so....
ACR	That if another HVACs contractor is called out to a jobsite and, in order to make a sale, cause reproach on the previous contractor that leads to an investigation and is later found that the 2nd contractor was misleading the owner so they could make said sale. they should be fined triple the cost of time and effort to prove the 1st contractors innocence.
ACR	How the TDLR goes about dealing with complaints with unlicensed HVACs people. it seems that they are not harsh enough with them...
ACR	If there was more effort on "sting operations" to catch the unlicensed, illegal purchases and installations in this state, it would sure help all the folks that have gone through this licensing program... I speak for the vast majority of licensees from this state. the people that work at apartment complexes, people that work maintenance at a facility, or just unlicensed individuals and the distributors/wholesalers that sale equipment and parts to these individuals for their personal gain is unlawful and takes from everyone that has gone through this process of achieving a license. please do more investigating. you'll find all you want at the local parts houses, just ask and we will point you in the right direction. you ask, "well why not tell me now who," we find out after the fact..we propose a project, they buy from the fly-by-night, we find out after the fact...we turn them in to the city...you, TDLR need to enforce penalties to the wholesalers...that will stop parts and equipment purchases. this has been a big issue since I can remember...since 1978 with me in the HVACs business.
ACR	Have more inspectors.
ACR	Lack of rule enforcement, economy, answer #3
ACR	I feel that the consumer of a/c services has very little protection from service companies. I think that an on-going sting operation should be part of enforcement efforts.
ACR	Hire more competent investigators to investigate alleged violations and send an investigator out immediately to investigate a complaint instead of waiting a month or two.
ACR	Have more inspectors in the riot grand valley, checking electrical contracting violations without licensees and doing work on jobsites.
ACR	Increase inspectors
ACR	Stronger enforcement of non licensed contractors. more non license people doing HVACs work in the dew area than actual licensed contractor. more local enforcement is needed.
ACR	Make it harder on unlicensed and uninsured air conditioning techs and companies to do business

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ACR	I feel that there needs to be a department or task force of some kind to start coming down on all of the advertising that is being posted on the internet by people that aren't licensed properly and do not carry the required insurance. I can get on Craig's list in the Houston area and in a matter of a few minutes, be looking at ads soliciting electric work posted by people with no contractors license or insurance. I have even called and talked to some of these people and they have admitted to me that they are individuals looking to make a few extra "bucks". any kind of "crackdown" on these illegal type of postings would be greatly appreciated.
ACR	Insuring that companies that are licensed only for a/c work only do that work.
ACR	More inspectors in the field to randomly inspect contractors for compliance. there are still many sign contractors that do not know of TDLR or they are simply not abiding by the laws and rules. this gives them an unfair advantage since they do not carry the proper insurance nor do they have the ability to have their products "listed" as per art 600.3 of the 2008 neck. these un-experienced or outlaw sign contractors also do not have the proper safety training for their employees. from what I see, your inspectors work their tails off and more people would really help.
ACR	Surveying unlawful license activity without being invited.
ACR	Fraudulent use of another's license should be punished, not ignored!!!
ACR	Contractors in my area are being severely beaten up by non licensed contractors. I did a survey on my own block and found that as much as 50% of the work being done is by non licensed individuals. we simply can not compete with these types. example: no license fees, no liability insured, no commercial insured, no registration fees I have to register in 5 different cities, no permit fees, no advertising costs, no sign & shop costs, no state taxes paid out, very little sales tax collected, and to top it off... no federal tax collected or paid at all, including face! add this up please... it is literally thousands! how can we compete and remain legal? my change would be on how the state enforces the law. stake outs at the supply houses!!!! we did our own stake out and had so many to watch it was maddening. we called the city on one individual and they just drove past the home where the work was being done. all of your a/c laws only apply to the contractors trying to be legal. California has a law that any individual who does more than \$500 worth of work must be licensed or face criminal charges!
ACR	Stronger penalties for contractors and bootleggers that have been cited. speed up process in court system. increase sting operations, including the suppliers that sell to unlicensed contractors/home owners.
ACR	Enforcement of non licensed individuals, more presence in supply houses, following leads on illegal companies
ACR	Weed out the old owners that never inspect workers performance. fix real problem of design issues rather training to mess with efficiency ratings. static pressures are ignored .bigger units less duct is wrong!!!
ACR	Punishment of unlicensed individuals and supply houses who sell to these people.
ACR	You should have more sting operations in the d/dew area to catch unlicensed "contractors" performing HVACs work.
ACR	Confiscation of tools & equipment of the trade from unlicensed people caught doing HVACs work 'on the side', with increased fines, and no 1st time offender grace period.
ACR	Easy to find information about license and business
ACR	I would like to be able to apply for a renewal application online

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ACR	Be able to logon to your account and clearly see how many hours you need for renewal.
ACR	Any time I have contacted the TDLR by phone it has been very difficult to get thru to talk to someone
ACR	Get my questions answered accurately and quickly by e-mail.
ACR	I think no one seems to know what there doing, you call to ask a question and you could ask 10 people the same question and get 10 different answers, everyone needs to be one the same page, also complaints insurance companies make should be stopped, they complain about everything!! even if were not wrong, it is a waist of everyone's time and money, I pay a yearly fee, for what ??
ACR	Each branch having its own phone number
ACR	I would like to see training for TDLR employees. this would be very beneficial to those of us who call for answers to questions. I have known several people to call and ask the same question three different times and get three different answers. it just depends upon who answers the phone or email. another item I have trouble with is this----->"there will be no adverse economic effect on small or micro-businesses or to persons who are required to comply with the rules as proposed." with each rule change every couple of months or so, it does cost the small businesses. when I have to change my invoices every time the wording has been changed, it cost me dearly. these things are not free!
ACR	For a more pleasant experience if a phone conversation is necessary. also, for representatives to not give misleading or false information. email is more appropriate because discussions can be logged for future use.
ACR	Use only tenured personnel to handle the inquiries and responses. just hiring someone to read a manual and take the incoming does no good.
ACR	Continued education, classes and how you receive credit
ACR	TDLR need to be equipped to answer the same question as psi. there have been some mix-ups since psi has taken over . the fact they don't even require students to sanitize after and before shampoo for state board
ACR	Continuing education is a joke.
ACR	No continuing education courses should be longer than 4 hrs. a/c is 8 hrs, electrical is 4 hrs. standardize this.
ACR	Remove the business law from the examination process and focus on the HVACs skill and knowledge of the applicant. they can get a cap to do the business law.
ACR	More choices of CEU classes being given without always taking online. it is hard to find classes offered other than online.
ACR	Either eliminate continuing education or raise the standards for the providers. don't allow old textbook education
ACR	The information in the continuing end courses was essentially useless to me as I have been in the business for 23 yrs. I don't doubt that there are many things that I can learn about my industry, but the info I learned in the courses was infantile, and I felt a complete waste of time.
ACR	More info concerning students and their hours when the time of the computer does not match the time sheets.

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ACR	I think careers schools should not have too access within the system, which could cause them to abuse their authority and report frivolous information about a student that may career hardship towards their career path, customer service should have information that can be accurately read, without guessing when information is report by school about finances that could cause them to double pay for hours. have a backup plan when in doubt for person doing the investigation, to help the student continue with career plans and to ratify immediately if possible.
ACR	I would make becoming a provider easier and more straight forward. I felt like there where a lot of hoops I had to jump through and the outcome was not at all what I expected. we were an approved provider approved for nothing.
ACR	Stop sending letters if you haven't received the CEU notification yet. it is a waste of resources on your part. I complete my CEU and renew on the same day, and then the letter comes the next day. sometimes the course manager takes a few days to get the notifications to you guys. you should put a 3 day delay on the letters.
ACR	I hold an HVACs-r license with over 35 years experience & I never had a consumer complaint filed against me. yet when I came to the TDLR offices in Austin, I was rebuffed & treated more like a terrorist than a respected licensee & business person.
ACR	Enforcement of the existing rules & laws needs to be much better.
ACR	Change the requirements that an inspector has to provide owner information on the report to that being a bld. issue
ACR	We need to have a place where license holders can report unlicensed people working in our area. it souls be dealt with in another way than a consumer complaint.
ACR	Administrative rule - continuing education needs to be reviewed. credits over the amount required should be allowed to carry owner to the next year. file push's online.
ACR	If license expired, make it easier to renew!!!!
ACR	Would like to see renewal process simplified. Texas is the only state that requires copies of audited financial statements for the insurers that issue our clips. every year we have to provide a copy of the tide approval of the required clip endorsement. instead of biographical affidavit, no change information form being required each year, an amended biographical affidavit should be required if there has been a change.
ACR	Investigate and prosecute unlicensed operators
ACR	Make licensees provide proof of insurance each year to renew license.
ACR	I need to change my address on my lic....I was told I could only fax it in....I would make a way to change an address by on-line services.
ACR	Allow initial application payment to be made online or over the phone with a credit card.
ACR	I would like to be able to apply and pay for my initial license online and have it processed much quicker than the current 7 to 10 day turn around.
ACR	Would like to see faster processing of boiler certificates of operation. we had six boilers inspected in September 2009 and after six months we still have not received the new certificates of operation.
ACR	The lic. the city has picture lic. I and others that iv spoken with agree that the state should have a picture. if an inspector ask we all just flash it. so how can he tell if I'm really Joe the plumber.

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ACR	We have several companies using the same health benefits, workers compensation, etc. that this information does not need to be repeated for all companies. should be able to file this information by submitting one copy instead of one for each license.
ACR	Enforce the existing laws on apartment owners with respect to requirement of being licensed for replacement/installation of HVACs and enforce permit, safety requirements.
ACR	Businesses should not be exempt from required license or inspection when they hire their own employees. example- apartments, manufacturing, storage, processing, etc. I have seen too many abuses of our trade by personnel untrained abusing Freon and not understanding the proper maintenance of the equipment.
ACR	Have more state in inspectors in our area ,to many people working in the HVACs field that are not licensed
ACR	More help for a/c contractors policing unlicensed individuals performing illegal work. please help in the McAllen, Texas area. suppliers selling equipment to unlicensed people trucks and vans no lettering or business advertising loading equipment at Germaine, Johnston supply, Inco supply house, please help us and our industry.
ACR	The process of convicting unlicensed HVACs and refrigeration contractors in this state. vehicles are running around all over the city of Houston fully loaded with refrigerant , reclaim cylinders refrigeration and HVACs supplies with no license # on the vehicles, we all know full well that 90% of these contractors are operating unlicensed. if the TDLR would take responsibility and pull these guys over and check their license and convict these people, the industry would be better for it. as it is now the TDLR relies on legitimate contractors to report and investigate these crimes, we don't have time to do this they want pictures and proof of bootlegging who's got time for all that we've got to work and pay taxes.
ACR	Fire all the retired union plumbers, and stop taxing ac industry with added fee's disguised as continuing ed. and endorsements, etc.
ACR	Regulation, rules, application need to be varied for specific areas, populations ex. rural small town compared to metro. areas.
ACR	Reduce fees
ACR	Continuing education courses, should not be required for licenses holders who are engaged full time in the field of work for which they have a license. their normal business during the year should be counted as their continuing education, just as their work history is considered as education in the application process for their license.
ACR	Lower registration fees
ACR	Having to staple wiring to student in residential.
ACR	Reciprocity between la. and (no suggestions). especially for those like myself having been in the business for so many years.
ACR	Make sure wholesale companies sale only to licensed owners. also, reduce the hours of annual training to only new and update information.
ACR	I would change the process with the testing facility requirement where you can't test for a license in Texas anywhere in the united states. a lot of people would love to live in Texas. I think it would be easier for them if they are looking for a professional license there ( which would make their decision easier) to be able to test within their present state as oppose to travelling to Texas.

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ACR	I feel that licensees that have held their license longer than 15- 20 years should be exempt from further continuing education. this is if they are active.
ACR	I have no problems with rules/laws, except they need to put into laymen's terms to where people have a clear understanding of them. the rules/laws are so complex, at times you need to be a college professor to understand them and implement them.
ACR	To say that HVACs mechanics do not need to licensed, certified, or registered to work on new homes is crazy. what if that new home is next door to a day care that has been in business for years? the rule is absolutely unbelievable. if you have to be licensed, registered, or certified to work on existing homes, the same should hold true for new homes, or even subdivisions that may be near a school or day care. makes one wonder just exactly how smart you have to be to sit on the board and make rules.
ACR	Education requirements, bi annual, or online would be a lot more convenient.
ACR	There needs to be a regionalization of master license. some small town contractors, I've heard, that go to big cities and bid big jobs they cannot man, take part of the money and walk-off leaving customers to pay more than they expected.
ACR	Make the rule language easier to understand. rule books are a bit confusing.
ACR	Change the continuing education hours for a/c and refrigeration from 8 hours to 4 hours.
ACR	Signs on vehicles; serves no real purpose
ACR	Continuing education should not be forced upon the contractor. I find myself going to schools, seminars, etc. that are TDLR approved only to get my "stamp". many other education courses are offered that are not approved that will further my training. our customers deserve a/c contractors that are well qualified. however contractors do not deserve more and more and more regulation and red tape.
ACR	Use skates all flatbed load and unload no key. allows felons/drug users they will never raise the professionalism of industry, equals failure. fail drug test, automatic no license for 6 months and must pass test witnessed by TDLR inspector to return.
ACR	Not to require CEU for renewing licenses.
ACR	Ability of licensees to speak English
ACR	No grandfather clause. all must test.
ACR	Require classroom education to be completed before a technician can be licensed. before that, the tech should have an apprentice license.
ACR	I would suggest changing the charges that the CEU providers must pay in order to provide CEU classes to TDLR registered individuals. I currently offer 25 courses and if I am required to pay a \$100 per course fee, plus an annual fee, I cannot afford to offer courses to TDLR registered individuals. I would suggest charging providers one moderate annual fee and no per course fee, just like dashes does for its approved CEU providers.
ACR	Change the yearly license renewal and continuing classes to every 3 years; since the neck updates every 3 years and the classes are the same every year; usually do not learn anything new... "waste of time"....if the purpose is money, then increase the cost to renewal....
ACR	4 hour CEU. classes instead of 8 hour.

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ACR	Keep working on the education portion for the electrical CEU, adding Napa 70e was a great addition. but the minimum 4 hrs should be increased by at least 2 more if not 4, yes I know you can give the course more then the minimum, I am telling you from a teachers point of view and how some of the licensed electricians will do all they can to do the minimum and get out, while others want more. to give a real good class in the safety, law, registered class course and now the Napa 70e with demonstrations, q&a and examples gets a little difficult to do in the 4hr minimum. the whole point to the CEU is to improve our craftsmen whether willing or not, but even with the difficult ones time on your side as a teacher pays off.
ACR	The cost of renewal every year. with the continuing education it is hundreds of dollars. but you have no choice but to pay it otherwise you don't have a job.
ACR	I would allow someone who moves to a new state to simply prove that they have a license, have them pay a fee and give them a license for the state they reside in as long as there are no violations against them. this would only be attainable if they could prove the state they were coming from.
ACR	Renew license every 5 years
ACR	Less restrictive and expensive continuing education courses. architect and engineers have much greater flexibility in obtaining CEU's. get rid of "approved" for-profit providers
ACR	Require that asphalt pavers for private consumers be licensed
ACR	Have TDLR office in areas or regions to better service rural areas and communities , such as south Texas,(lower riot grandee valley)--visits to schools so students can be aware and also to educate students and parents about TDLR.
ACR	Stop the continuing education for persons who have their license over 5 years and have been in HVACs over 25 years.
ACR	To license refrigeration technicians I feel is just a ploy of the government to collect money, I have never been asked to see my card or asked if I was a card carrying technician
ACR	I think all HVACs service technicians should have to take an exam and carry a technicians license not just register with the state.
ACR	I think the industry would be better served if persons performing air conditioning were licensed similar to the way plumbers are, master, journeyman, apprentice instead of the current system of just the contractor being licensed.
ACR	Apprentice, journeyman and master license should be utilized in the HVACs licensing.
ACR	That as a continuing end provider that we have to do at least two hours of law every class. also, a minimum of three years using tools of the trade is not long enough. there should be the apprentice, journeyman, master approach in HVACs. a person should have at least 10 years experience before they can work as a contractor.
ACR	Renewing of our license in HVACs should be every three years at the most two!
ACR	The explanation of what is legal on whether a license HVACs contractor can or cannot do the electrical on their equipment
ACR	Any person desiring to apply for an air-conditioning or refrigeration license should be able to prove that they have had at least 5 years experience in the business.
ACR	Since I don't actually work on the a/c equipment, I'd exempt myself from having to be licensed.



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AUC	Code enforcement
AUC	Continued education for auctioneers needs to be updated to current information regarding regulations concerning items that can be sold.
AUC	Only change the state board exam every 5 years. very confusing trying to teach when it continues to change
AUC	Continuing education courses should consist in law, code or standards being changed. help small Texas companies with bonding.
AUC	I have noticed that licensed contractors trying to do the right thing are treated much more harshly than unlicensed contractors when caught. that is to say a tech misdiagnoses a system and the company is fined \$2500.00 and a company with no license has no fine at all.
AUC	Not enough experienced journeyman. many say "I am a licensed journeyman" carrying a card with no field experience. most have only carried a card for four years. what's done is done. this problem has on simple fix. contractors just have to live with it. we need more ways to stop the ones that are not legal.
AUC	More inspections on auctioneers. there are several auctions in east Texas, east of Kaufman,(canton, Tyler and other areas, that do not have auction license. there is on hwy 64 between canton and Tyler , that has a auction about every 2 weeks on sat. morn. and there are some other auctions that sell live stock, and misc. march.
AUC	Administrative penalties and the process used to determine the amounts
AUC	Make information easier to find on the TDLR web site, currently it is like navigating a maze to find much of the needed information.
AUC	Investigators need to be checked into more thoroughly. need to make sure that the investigator does not know the accused. example the accused might have worked for the investigator at some time in the past.
AUC	Enforce the law that only licensed auctioneers may work in Texas.
AUC	Accept CEU's form the national auctioneers association and other states
AUC	Accept credit card payments online & phone for everything.
AUC	People that come from other states in the united states, for example: from Florida to Texas, transferring their license its very difficult. people that have been working in the field more than 2 years and license more than 2 years in another state should be able to transfer their license easy and fast manner. right now the process is too slow and not fair.
AUC	Lower CEU requirements. there are not enough changes and updates to warrant the time and money spent.
AUC	I would like to change the requirement for taking the continuing education course to every other year instead of once per year. the reason would be because the laws do not change that much and the course is basically the same each year. you may contact me on this matter if you would like further discussion. 325-330-0711
AUC	Stop having to go to a class to keep my auctioneer lic every year. since I only sell livestock and farm eq. also I do not use a social media application that is why I could not answer the above question.
AUC	Change the mandatory annual 6 hour CEU for auctioneers to 6 hours every two years.
AUC	The continuing end for auctioneers should be done away with.
AUC	There would be more time to submit CEU information on line. our seminars end Friday and we don't receive the information back for a 7-10 days from customer service to enter the data into the system in the appropriate time frame.

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AUC	The apprentices 100.00 for the continuations class on line. they pay enough through their regular classes. apprentices don't make enough money.
AUC	2 Or three years before renewal of license
AUC	Auctioneer license for a two year period!
AUC	Stop paying for 2 license
AUC	Need lab documentation on students to be on a form that is not complicated for the students and teacher to maintain.
BAR	Licenseses working in their field after a said period of time would no longer need to be included in the "the continuing education classes".
BAR	The age limit for barbers and cos. to take continuing education hrs.
BAR	I would allow the barbers to use the ultra violet sanitizers
BAR	I would reinstate the tab test requirement for cosmetologists/barbers.
BAR	I wish that I could hire a person to shampoo and they didn't have to be licensed. I think a licensed shop owner should be able to take on the responsibility of educating the individual and accept the liability that would go with that. it would be so nice to be able to hire an individual that could help to keep the shop organized and they would also be able to do basic shampooing. "no color or perm rinsing or shampooing"
BAR	Change title of facial specialist to esthetician
BAR	Continuing education every two years.
BAR	Instructors course requirement, instead of five years maybe two years
BAR	Reinstate apprenticeships for barbers. I have to close my barber shop because I cannot find enough skilled barbers who are not addicted to either alcohol or drugs. meanwhile, I have to turn away recently laid-off workers who want to apprentice themselves to become barbers. so, the people who want a haircut in my shop are disappointed, and the people who want to train under me to be a barber are disappointed, and I have to close my barbershop and go do something else.
BAR	I would like to be more informed on what is going on in the industry. I want to stay separate from the cosmetologist. the men like going to a barber and do not like women in there with them. they barely bring the wives with them. something about a barber shop that is theirs. I don't believe should have anything else taken away from our industry. we went into our business to deal with men, not men and women.
BAR	When you have to pay an attorney to hand information to TDLR inspectors you would think something would happen. the sheriff and dips troopers know of the illegal activity that goes on in this county and ignore it and TDLR inspectors overlook it. will something ever get done? not likely. TDLR seems to be a farce and money grabber to the honest person trying to make a living.
BAR	Please add my phone number, 210-490-4208, so it appears on your website.
BAR	Na
BAR	Can barbers work in beauty salon? cause they don't hire job who has a barber license my area although they serve men's style too...I don't have a money for open my own store.
BAR	Nail tech with 2 licenses in 1 (manicurist/Facialist license)
BAR	More active on finding unlicensed workers
BAR	An inspector should have a background of having a stylist/barber license to be able to inspect salons/barbershops.
BAR	Would like to see photos on licenses. like drivers license or chl licenses
BAR	Direct person to person contact via phone !
BAR	I found that employees I dealt with were unfamiliar with the barber trade and were unable to answer technical questions.

## Change 1 Thing

BAR	If we did not have to give our name when we turn in a non licensed person so that we do not have to worry about them coming after us. because where I live they would.
BAR	My license application has taken several weeks but I understand that this is a process that takes time.
BAR	We are new to your system. I hate the e-mail sign up. it was confusing and I get multiple e-mail in areas I do not want and can not get removed from the lists!!!
BAR	The law about finding one hair in any brush that has been thoroughly cleaned. I have been licensed for 47 years and know that it is almost impossible to eliminate every hair.
BAR	Provide continuing education to cosmetologist working in barber shops teaching them how to shave. if a cosmetologist works in a barber shop they should be able to perform the same services as a barber.
BAR	To take a barber teacher course you must be a 5 year barber.
BAR	I feel that the people who teach sanitation and Texas law need to be more uniform. one good example is use and disposal of Barbicide. depending on who you talk with you will get a variety of answers. we finally just called you guys for an answer.
BAR	Provide more continuing education
BAR	Barber licensees should be required to complete high school or obtain a geed. most licensees are independent contractors and have no idea how to file taxes or even open a bank account and they won't begin to understand these things without a high school education. at the very least this should be a requirement to obtain a barber shop license.
BAR	For the students that attend public schools to be able to take both examinations before they graduate, and buy their license after they graduate from high school. reason being that once they graduate they don't come back to take their practical examination and that brings the stats from the program down putting the financial support system in jeopardy. we are supported by Carl Perkins funds.
BAR	Remove the razor shave from the practical exam.
BARBER/COS MO	I believe the state of Texas needs to allow for alternative licensing for barbers and cosmetologists. there are no schools within 200 miles of our town and most folks cannot afford to move away from home for the 9-11 months it takes to finish school in order to become licensed.
BLR	Periodic review of state boiler laws for compliance to industry codes and regulations.
BLR	The green book is way too long and too difficult to study when studying for the exam. plus, it had old administrative law in there. it really needs to be updated and it needs to focus on the information that is relevant to auctioneers and not just be long.
Boiler	Broiler law every one do not use
Boiler	Chapter 117 versus boiler and gas code 65
BOX	Treat amateur combative sports like an amateur program not a pro program. having inspectors that understand mixed martial arts would help this.
BOX	Nationwide cross the board standards for contestant licenses.
BOX	Allowing pro/am boxing and mama shows would help promoters save money and help the sport grow.
BOX	Allow pro-am mama shows
BOX	Allow mixed Amy/pro mama fight cards
BOX	Allow pro-am shows.

## Change 1 Thing

BOX	I would love to see pro/am mixed martial arts in tax. no re-use of mama gloves after a show. you should be required to purchase new gloves at every event in order to prevent blood borne pathogens from harming the fighters.
BOX	If you are licensed as a pro mixed martial arts fighter, you should still be able to fight as an amateur boxer. these are two completely different sports!!!
BOX	License inspectors and hold them accountable for failure to perform their duties and follow inspections guidelines.
BOX	As far as mama events allow both am and pro on same card
BOX	Allow pro/am fights. let us put both on a card. it would get the pros' the ability to compete more and give them a bigger shot at making it to fuci or we. it is not conceivable that you can make any profit having to pay ridiculous cost of insurance and for 10 pro bouts. needs to change!
BOX	Better understands of the rules and regulation, quarterly meetings with promoters, and flexibility working with promoters.
BOX	That payment by check (personal or business) would be accepted.
BOX	The combat sports division is a farce. people with their head up their asses given too much power will too little brain power.
BOX	To thoroughly investigate complaints or violations with the principals prior to making a decision relative to fines, punishments, etc...better communication is paramount in these situations, and improvement is called for with regard to phone numbers, returned calls, etc.
BOX	The combative sports division needs an entirely new staff. the most unprofessional squad of vindictive goons that hold grudges and show no professionalism. Greg salvages has solicited bribes and held grudges to those who didn't pay.
BOX	TDLR is the worst organization I have ever dealt with regards to investigating complaints. the combative sports division is a joke!
BOX	Standardize amateur combative sports regulations
CE	No complaints. everything is done in a professional manner.
CE	Nothing process is much better than we have ever had.
CE	Law: every booth rental licensee, must be held responsible by TDLR for all violations and fines due to their negligence. presently they aren't notified or fined!
CE	I would allow student instructor's to be paid while going through school as most instructor candidates cannot afford to lose their income while going to school. I would like to see an on-line component added to the cosmetology curriculum as well.
CE	Eliminate as many licensing requirements as possible. they are producing no difference in the industry.
CE	The fact that a soul proprietorship one man business is required to have a contractors license even if there are no employees. this is an unnecessary process when you do not have to be responsible for any employee except yourself.
CE	Make real-estate agents disclose to the buyer any electrical work done and by whom and require them to obtain license information from the people performing the electric work. a statement from the seller that electric work was performed prior to the sell, the nature of that work and who did it.

## Change 1 Thing

CE	The limit of 10 agents per senior property tax consultant. a real estate broker can have hundreds of people under his license so it's not fair to cap the number of people below us. this new prohibited act is probably due to O'Connor getting sued by the attorney general but a property tax consultant can manage more than 10 people efficiently just like the many brokers that have more than 10 salespeople. capping the amount to 10 agents will not change anyone's business ethics and practices. Martha turner in Houston has one of the largest brokerage companies in Houston and she runs her company ethically but maybe one of the smaller brokerage houses isn't as ethical. it depends on the person and the cap will not prevent people from breaking rules.
CE	Hours of continuing education required for renewal of cosmetology license. barber board doesn't require continuing education ; why not?
CE	Annual license renewal seems a bit much primarily due to continuing education requirements. in theory CEU is good but the actual classes are just not that educational.
CE	E license holders cannot work on control voltage above 50 volts
CE	All cities should use 1 code book or 1 set of rules
CE	Lets just make sure we are just not making laws for the sake of making new laws, that also go's for rules, processes and services.
CE	No services to be performed on Sundays this is when all the people who don't have license work to get over on TDLR
CE	N/a
CE	Limit the # of license issued.
CE	N/a
CE	With my 35+ years experience, I strongly feel something would benefit an employee if and when one is employed by a corporation, i.e.: confidential non-bias council towards employer misconduct(disrespect)
CE	I would like to see more personal touch. TDLR seems a little cold in doing business. every thing seems to be very legal and formal.
CE	Make it easier to understand the rules. we are not lawyers.
CE	It is not changing a law or a rule. it is the perception in our industry that the department is making decisions/interpretations of the law without input from the industry. I realize that quite many of these issues are taken to our advisory board and the department cannot bring every housekeeping decision to the advisory board. but when interpretations of law, legislative intent, and issues that will affect the way electricians do business are made without bringing it to the industry or the legislature for formal discussion there is a breakdown of confidence in the department. communication on these issues with the industry would be greatly appreciated.
CE	Too strict when inspecting
CE	Work on finding more of the unlicensed people working in our state and closing them down.
CE	The current process doesn't allow for swift action. scam companies come and go before a letter or email is addressed.
CE	TDLR personnel be consistent in their interpretation of the rules.
CE	Return phone calls and return emails are horrible. I recently licensed several new entities and none of my calls or emails were returned.
CE	Customer service can not answer questions correctly for all of the licenses overseen by TDLR would like to see more access to the program specialist that have the information that the help desk can't provide.

## Change 1 Thing

CE	Cosmetology commission was a sole entity. the testing of instructors grouped with other sectors ( plumbers, electricians i.e.) seems lacking.
CE	Add flexibility in educational courses
CE	Employees who are in the job just to earn a paycheck an don't for the well being of their commitment as state employees. the complaint process is terrible wrong six month delay is absurd. and refund the money of applications that do not get approved.
CE	The continuing education courses approved by TDLR for Facialist are a joke. CEU should actually provide new information not a review of the same old thing. I don't feel I should have to take the same sanitation class every two years if no rules have changed or if I have already done CEU's for that.
CE	Coordinate continuing end with the talc to reciprocate classes.
CE	Continuing education is not relevant for someone that makes their living as an auctioneer. the live class I took was a total waste of a day and the online courses do not deal with real life issues. I think that a workshop type format where real working auctioneers can get together and discuss laws and changes would be more beneficial.
CE	6 hrs requirement for licensed instructors is a bit redundant, as it is material that is taught and utilized on a routine basis.
CE	The TDLR would actively pursue license reciprocation with the states bordering Texas.
CE	Auctioneer continuing education should be totally reciprocal with other states.....not reciprocal if you do what we say do.
CE	Let licensee keep licensee without ins. as long as they don't contract any work and renew as needed.
CE	Change continuing end instructors license to be 2yrs like the renewal for cosmetologists.
CE	If you have been licensed over 5 years you should not have to get continuing education unless its your choice.
COS	Maintain the present level of excellence
COS	Don't know of anything needing change. over the years I've been doing hair I think the rules have been for the good of the public as well as the professional
COS	So far so good. thanks
COS	Call me old fashioned, but I think everything ok. initially getting the license is a whipping, but after all the paperwork and tests, the rest is ok.
COS	All process, law, or rule's at TDLR is great, however if you have money the laws, process, or rules don't apply to those who do. it must be fare to everyone and it is not!!!!!!
COS	Everything's good..answer good. service good. respond good.^
COS	None, if its not broken don't fix it.
COS	At this time I can't think of any changes.
COS	25 years ago I was asking about "mobile" barbering services....finally, I see, it's been achieved !!! good job !!!
COS	None that I know of at the moment
COS	No suggestions
COS	Would not change anything
COS	I'm not sure, but I know laws have to be in place for good reasons.
COS	No change

## Change 1 Thing

COS	I find that TDLR has been very progressive in changing to meet the industry's need and I believe you will continue to meet them as the industry changes. I would like to see more extensive training and testing for instructors. I find it very difficult to find "teachers". I try to put more of an emphasis on lesson planning, teaching methods, relationships with students and co-workers instead of just a teacher that "knows a lot about color." I see too many entering the field that does not have the heart or knowledge of teaching. I would like to see all future instructors have a degree relative to their job description, business, psychology, etc. I believe all instructors should do a 750 hour curriculum with more emphasis on student relationships and teaching methods.
COS	Up sterilizers could be used, backscratchers has one that is steam and up and it would be perfect for nail techs
COS	I think the sanitation laws are too strict and ridiculous for hairdressers. I've worked in salons for many years where we didn't wipe down the bowls and chairs, and all the customers were fine. we kept our combs in the Barbicide, cleaned our brushes, scissors and clippers, and everyone was fine.
COS	Cosmetology cue's are a joke! it is all about the \$\$\$. paying to take a CEU course online and sitting at the computer watching the clock tick off the time so that a course can be "completed" is a complete waste of time and \$\$! what kind of continuing cosmetology "education" is that?
COS	Peripheral service industries like stringing or waxing must be licensed. stronger validation of license needed.
COS	Sanitation laws to be constant and equal and concise and within reason...they seem to change a lot.
COS	Autoclave and sterilizer approval
COS	If you have been a licensed cosmetologist for over 20 years you should only have to take continuing education 1 time if there has never been a complaint filed against the licensee.
COS	Change "Facialist" to esthetician - also, upgrade the age for an esthetician to 21. we are well-trained and those that aren't should not be in practice. a "Facialist" denotes that all we do is facials - which is absolutely incorrect. thank you and it is my professional wish that this be changed to reflect a more professional title.
COS	I think all tech in Dr.'s offices( dermatologist) should be a licensed Estician. I stopped going to my dermatologist because the person performing the skin peel is only a med tech trained by the dr.
COS	High school students having to have the same amount of applications, when they are on the clock for 500 less hours than private and college students.
COS	It would have been the autoclave... that is overkill...
COS	Allow community colleges to use successful completion of college credit hours (equal to 1500 hours)instead of time clocks
COS	I would change the rule/requirement of having to use the autoclave. the operators who caused this law to be passed aren't using it anyway. no matter what law you impose, because of the nature of their business operations ( sacrificing health for speed and quantity ) they will continue to cut corners. those that really need to be using the autoclave aren't anyway. those operators who are going to follow proper disinfection procedures will do so with the wet disinfection and will be safe.
COS	Require only the written exam to receive cosmetology license. no practical exam.

## Change 1 Thing

COS	Lower the student/instructor ratio for public schools do away with the hours and let schools go by semester for completion do away with the practical exams combine barber/cosmetology so we can make money shaving, too. it's totally ridiculous to have the two licenses separate since we basically do the same thing. this will also increase my enrollment
COS	Time clock at schools. in favor of course completion
COS	Delete manicuring & facials from operator curriculum. devise credit hour vs. clock hour choice for schools.
COS	I have been a license hairdresser for 43 years and after all these years I have been a hardworking hairdresser. we don't get any benefits in our line of work and the hours are taking a toll on our bodies and most of us have to work long days or we have to get a second job just to make ends meet and I think the renewal process takes up so much of our time. if you want more money just charge us extra for our license. after all these years I know how to keep all of my items that I use in a sterile condition and the area that I use is up to code. for us that have been in this business this long it makes us feel like you gave us a slap in the face to have to go through this process. also, why don't the barbers have to go through the same process we do after all they are using straight razors for shaving the face which to me would more dangerous than us cutting hair.
COS	Do away with booth rental licenses
COS	Remove the waiting period for instructor's license. we need motivated instructors in order to grow the industry.
COS	Continuing "education". I have been a hairdresser for 30 years and keep up with education on my own very well and always have. I am not impressed with any of the "education" I have received in TDLR's forced continuing education. I don't need a mediocre hairdresser's advice on how to service my clients. if I am going to pay for education, I would like for it to be on my terms going to classes I want to attend, not wasting 8 hrs. of my time and \$75. - \$100. of my hard earned money watching some kid "teach" me a skill I mastered before they were born.
COS	Renew lice. every 4 years instead of 2 include where the manicurist lice could also do waxing services. wish we could add a lice like Facialist to manicurist without having to go back to school for the complete 650 hours some of our hours should count for some of the added lice.
COS	Follow the laws in your Texas cosmetologists laws and rules book. I could be reading page 9-s wrong. a school that was not licensed-was advertising that they were. they took names and numbers and email address's. the owner is not a licensed instructor-yet she has on her business card she is a teacher. I cherish my license and follow the laws and rules and it upsets me when others are allowed to do anything but . salon owners should be licensed operators, or instructors.
COS	Renewing licensees should be every three to five years
COS	Make licenses last longer
COS	Cosmetologists should not be able to shave under any circumstance. if they want to shave they can get a barber license. those are the rules and should not be changed to accommodate any business or person.
COS	People should have tab tests annually in addition to education credits in order to renew cosmetologist license.
COS	The rule on continuing education

## Change 1 Thing

COS	Before cancelling a persons license for not taking the sanitation license, I feel it would be better to have a first, second or even a third letter or better still a call to find out why the course wasn't taken. a valid reason such as mine of having 13 deaths in a family in one year should receive some help instead of the "smart answers" I received from TDLR.
COS	Rule at TDLR if you do not do nails or pedicures, leave us alone. the normal "hair cutter" does not fall under all the "problems" that are caused by this trade.
COS	I would like to see a break out license for hair designer.
COS	Allow stylist internships at salons (not just beauty schools) when supervised by a manager.
COS	I think the high school course offered should be discontinued. I do not believe the student is fully prepared. I do not believe the students can be taught what they need in that kind of situation. they then go out holding a license in a field they are not ready to work with the public in. this damages the rest of the cosmetology industry.
COS	Not to do continuing education after you been licensed for more than 15 years
COS	Make it easier for ones with app. licenses, who have a reading disability, to get their regular licenses some other way than a written test
COS	Testing: allow individuals to perform their knowledge versus written tests. some people just cannot take written tests well. I am one of them.
COS	Continuing education; I do not agree that we need this if we keep up with rules and regulations. we also keep up things that come up. we feel that we have to, for our self.
COS	Doing away with the time clock.
COS	Reinstate mandatory tuberculosis test, when renewing license.
COS	Change the law that if you have been licensed for 20 yrs. or longer you no longer have to complete the continuing education classes.
COS	No time clock. course completion instead
COS	I would like to see shampoo apprentices be able to test for a license after a year of apprenticeship. I think it would be acceptable to have them take the sanitation classes and then take the exam. I have had to hire new assistants each year due to no classes being offered in local schools for the assistant license.
COS	Eliminate continuing education requirements on an annual basis. we are all doing this everyday or every week and we know what is right and wrong. treating us like a bunch of school kids is ridiculous
COS	Do away with continuing end after 25 yrs of service and I think the sanitation and safety courses are a waste of time, when the people won't practice what they are taught then why have it. have more inspectors out in the field and maybe they can find the problem areas, maybe have them teach a course in each town, making it mandatory to attend.
COS	I would like to see the students take the written exam at 1500 hours, at 1000 hours our students are not ready. for the theory portion they need all of the 1500 hours.
COS	I don't think cosmetologist having worked 20 yrs or more should have to do CEU's

## Change 1 Thing

COS	The continuing education is not necessary, we don't read it we just punch next on the course. all you've done is help other people make money off of us by offering those courses which aren't necessary. if they haven't learned it by the time they get out of beauty school they aren't going to do it anyway. our inspector here doesn't do her job like she should. she's from here and almost everyone couldn't stand her before she became an inspector. also before I run out of words, having each one of us buy that state board book is ridiculous. one book per salon is enough, just another way to get more money out of us. so get Elizabeth to do her job better and not be so quick to pass out those ridiculous fines and tell the hairdressers to clean up or she'll shut you down and quit playing favorites
COS	It is absolutely not necessary to require someone who specializes in body waxing to have a full Cosmo or facial license. there should be a specialization certificate for this.
COS	Combine the barbers and cosmetologists. make the law the same, it will be easier to regulate and less expense for TDLR. allow the hours to transfer if they are similar subjects/topics, because they are so similar it makes sense.
COS	I am still of belief that we cosmetologist should be separate entity and not state regulated.
COS	I still think that you should have to get a tab test every year.
COS	The frequent changes in the Cosmo. practical exams are not given in enough time. maybe there should not be a practical exam at state level anymore, the schools should be responsible in training their students for salon readiness. these practical exams do not demonstrate competency at all.
COS	I strongly believe that the cosmetology program needs to have internship or apprentice type program. as a salon owner of 33 years the graduating student is somewhat limited as to employment. they possess no industry standard skills. an internship would give students salon experience and working knowledge of the industry. many of TDLR programs have this type education structure. I would be very interested in helping to implement this program. many states already have this type of readiness.
COS	Eliminating continuing education requirements for cosmetologist. the classes are a rehash of things we have known for years.
COS	Cover permanent makeup and electrolysis as part of the cosmetology licensing requiring an additional license. I am not suggesting it be part of the school curriculum, but be part of the inspection. perhaps separate testing would also weed out those who are not knowledgeable. many see these areas as quick jobs that have very little regulation.
COS	We would like to use the commercial tool to do our job
COS	Renewing licenses for people that have let them expire on hard times
COS	Add an apprenticeship program for cosmetology and do away with the practical exams.
COS	Ability to offer hybrid programs without difficulty.
COS	Time clock hours for public cosmetology schools should be changed to contact hours.
COS	I am an educator with a community college. I would require completed education vs. hours to acquire a license.
COS	Autoclave requirement as implements are no longer sterile after placing on a non sterile towel in a non sterile salon environment. extreme sanitation, yes! sterilization no!
COS	Renew licenses every 4 years would be great.

## Change 1 Thing

COS	Introduce an apprenticeship program and do away with the practical exam for cosmetologists.
COS	Less government intervention,
COS	If we have worked over 30yrs. should not be required to have CE. hours. I am 60, have worked 33yrs. still have to do hours, ridiculous.
COS	Shampoo license- I have found not one school who offers a shampoo tech license course therefore it has not allowed us to have long term shampoo assistants. the year long apprentice program is good but is short term. this should be reviewed so the cosmetologist can have long term assistants. thank you
COS	Autoclave for manicurists. this is much too expensive and is the reason I no longer practice. if the people are not going to keep their equipment clean the way it was (which I never had an infection, fungus or otherwise on any of my clients in 7 years of work), then they definitely won't adhere to this one. it only punishes those of us who already follow the rules. it does nothing to stop the others. the only thing to stop this is jail time and license revocation for offenders.
COS	A. if a stylist has been doing hair for 20 years or more, with no complaints, and a good record, we should be exempt of any or all hours on continuing education. I go to classes to learn and for fun, not because I have to. and I've taken sanitation over and over. I am very aware of all health codes and would not put my clients in harm's way. b. I am curious why stylists, barbers, and other "artsy" types are crammed into the same category as air conditioning, tow trucks, pump installers, and boiler safety. those jobs are great, but what does that have to do with us. when calling, am I speaking with someone who understands my field? or Freon and wire knowledge. the department is way too big and we all get lost in the shuffle. c. every inspector I have met was rude, unpersonable, and bullish. I understand their job, but intimidation and acting pompous annoys me to no end. they need to relax. d. your phone people do not have a clue sometimes. when I moved from Chicago, it took 5 months to get my license. they lost my paperwork 3 different times. not working put a big dent in my pocketbook. organization would be greatly appreciated.
COS	I would like to be able to send students into the real work force under an instructor and last the 100 hours or so, get some really hands on experience.
COS	To own or operate a salon you need to have a hairdressers license.
COS	No more continuing education. I have been cutting hair almost 10 years. I think it is unfair to require those who have continued in the field to have to waste their time and money with useless classes. anyone with any sense can see that nobody actually takes the classes seriously or puts effort into them. forcing participation only causes resentment and a lack of interest. it is just another way to take money from the people who already provide their own benefits and supplies. it makes the field less attractive overall.
COS	Bring back tab testing; it has not yet been eradicated completely in this country. inspect "beauty shops" in elder-care facilities; just because the clients get "wet sets" doesn't mean the rollers shouldn't be sterile!
COS	Most of the absurd laws and rules they have imposed on hairstylist. was much better when had our own board. experience behind the chair is far better for some one making rules than someone who has had no hands on experience!!
COS	Remove the psi practical exam it's a waste of tax payers money and lower the clock hours for operator to 1000 hours

## Change 1 Thing

COS	Do away with braiding certificate, add apprentice after 1300 hours in cosmetology not replacing with apprentice all together.
COS	The "independent contractor" license. I just don't understand the need for this. I've been a stylist in Texas for 33 years. this was something that the old tic started and I just think it's a waste of money for cosmetologist. the majority of salons now are "lease" salon's, so what is the need for the independent contractor license? thanks
COS	Increase cosmetology operator hours over 1500.
COS	To allow a permit for cosmetologists working in a barber shop to shave
COS	I would have an advanced facial specialist license, with training in more advanced techniques.
COS	Cosmetologists should not be able to perform facial or nail services under their license. if Facialists are required 750 hours & nail techs 600 hours, Cosmo students need that much to perform those services.
COS	Inspectors hold instructors responsible for hair not being swept up or on rollers or in drawers during business hours when instructors are responsible for up to 25 people at time. they should fine the student that is found to be in violation. they don't take it seriously unless it affects them directly. allow operators to use razors on the skin for shaving just like barbers since they can practice everything that an operator can, we should be able to practice everything that they can, or it should be illegal for everyone. require licensing tests to be more strict and detailed. tests are way to easy. dilutes the integrity of the industry.
COS	Dropping the braiding certificate. this leads to illegal activity in salons. this should not be offered.
COS	I would extend renewal to 4 years for those of more experience. 2 years is to much. I would also add more to the renewal such as courses on cutting and color, not just sanitation.
COS	Work out a way to get cosmetologists trained and certified to do facial shaving.
COS	Alternative to sterilization other than autoclave.
COS	The total hours for cosmetologist less hours
COS	The cosmetology industry license would be endorsements. hair would 1000 hours of education, manicuring 600, esthetics 750 and instructor 250/750. to practice any combination would require two or more separate endorsements.
COS	Not to require licensees with over 10 years to have 6 hours CE, I think 3 would be enough, on sanitation,,
COS	To allow us to operate an facial school, without operating a full cosmetology school. I feel it's beneficial for the facial profession.
COS	I would like to see a course completion with an exit exam per section for cosmetology and do away with the time clock. I would also like to see a 200 hour internship program added to this licensure. also, a hair only license with 1000 hours to accompany.
COS	The opportunity to have apprentices at salons. we can mentor beauty students and help them be a better professionals
COS	Cosmetology license moved to hair only license with 1000 hours to complete.
COS	I would change the hours of continuing end required to more hours and weed out the non-professionals. tests should be more comprehensive and in English only!
COS	I would require more continuing education and was very surprised when it went down.
COS	The number of hours to renew is over the top!

## Change 1 Thing

COS	I am now retired and still have to take the continuation courses. waste
COS	Razor regulations
COS	Some of the continued education, the hrs and the need to be able to go to a class in our own town. I also feel that a cosmetologist should be able to everything like a barber. they can do every service we do and they don't spend as much time learning perms and other things we do and they can do the services.
COS	Add an apprenticeship for cosmetology and do away with the practical exam.
COS	Make hairdressers one, both cosmetology and barbers.
COS	The use of the autoclave is ridiculous. nail techs buy them but don't use them and even if they do ..you are bringing a sterile implement into an unsterile environment which totally defeats the purpose.
COS	There is no need for autoclaves in the nail industry as long as nail technicians follow the basic cleaning and sanitizing rules we have had in the past.
COS	Manicuring concerns: the barber colleges are teaching a art of manicure; however there is no evidence of ""how the teacher is trained to teach the course to students". a curriculum requirement for manicure teacher must be developed to ensure education, and safety for all.
COS	I would change the rule for opening a cosmetology school and make provisions for opening a braid and weave only school. the floor space will be lessened as well as some of the rules for chemicals which will no longer be needed.
COS	1. time clock into course completion 2. update curriculum & practical req. 3. 1200hr hairdresser only license and make other areas as add-on hrs, even a shaving on the skin 4. eliminate practical test 5. change permit process in shears, too time consuming 6. re-vamp the whole instructor licensing process 7. add internship to licenses 8. add more methods CEU req to instructors license instead of rules/sent or at least give options, we know this, we teach it daily 9. remove braid only license 9.
COS	Stop operators of beauty salons from cutting men's hair unless they are properly trained.
COS	We the stylists who follow the rules in sanitation are sometimes penalized because of the lack of sanitation practices by nail techs. I have seen I recent years the TDLR has come down on some that do try and others get by with in my opinion total lack of sanitation practice.
COS	Explanation of fees. for example the odd figure of \$305 for massage license.
COS	Teaching practice of schools for new students.
COS	Not to allow consumers to buy equipment over internet . they have no license
COS	None
COS	Impractical law or rule.
COS	No comment.
COS	I would like to see them adopt cont end for life/health licensees just like we do for cont end for securities licensees by the sec.
COS	Na
COS	Limit the number and times TDLR makes or changes "rules".
COS	N/a
COS	Nothing comes to mind.
COS	N/a
COS	N/a
COS	None at this time.
COS	None at this time
COS	Wouldn't

## Change 1 Thing

COS	I am not sure there are many that require examination and more thought. n/
COS	Consumer complaints
COS	None
COS	Na
COS	Can the inspectors be state employees and respond to a state boss instead of city personnel to avoid the friendship syndrome
COS	Not sure ,have not used it much.
COS	N/a
COS	None
COS	N/a
COS	None
COS	I would make sure everyone licensed should prove they work and pay taxes so that welfare recipients can continue to beat the system.
COS	Nothing
COS	N/a
COS	Make it harder for app licensees some type of knowledge.
COS	None
COS	N/a
COS	Restrict the license holder to be full time employment under their license
COS	The use of autoclaves would be unnecessary if the other sanitation rules were followed closely. unfortunately we have people in our industry that are incapable of following simple instructions.
COS	Take the oversee it is not helping thanks are time and money. please. vesting are time .
COS	None
COS	None
COS	N/a
COS	The dummying down of cosmetology
COS	When I got my cosmetology license 23 years ago, it wasn't as easy as it is now. I find that the state requirements are too lax and people are unleashed into my field ill prepared for the reality of working.
COS	Public information to inform students, unemployed adults, etc. about the licensing and training available. I would publicize in African American media also.
COS	I am disappointed that as a cosmetologist my profession is now linked in the same category as a tow truck driver - used to be link with a medical profession- after 30 years I see the state has diminished the integrity of my profession
COS	Make it clear to licensees, what is exactly expected in human terms that all education levels can understand. many of the laws are confusing, therefore an argument takes place over what it really means. most employees cannot read the laws correctly and truly understand them.
COS	The requirements to be licensed are not very clear
COS	We need more community awareness & education
COS	The people inspecting the salons would have to have been licensed and have worked in the industry prior to being a shop inspector or serve in any capacity as an examiner, inspector or on any governing board regulating the industry.

## Change 1 Thing

COS	Understanding. the only way to make cosmetology professional is by education, not by adjudication. by licensees knowing how to conduct their business to high ethical answer sanitary will increase their revenues, only then will any regulatory service have their needs addressed properly. threats, fines, sentencing, only will make uncommon grounds. the public actually suffers. encouragement, education will make the profession, not police action
COS	Inspectors should call and make appt for shop inspections. it is very unprofessional working with client when they want your full attention while inspecting. both times inspector came to my shop on wed. and I don't even work on that day.
COS	It would be how they inspect hair salons. I realize it needs to be clean, but to have a hair debris free environment is impossible. the hair goes e everywhere when you are cutting and blow drying. I feel some of the rules are overkill.
COS	Make the explanation of what sanitation is and process of application. class on what to use, how to use, and safety of those products used for this.
COS	Having more inspectors to inspect salon's would greatly help our industry. TDLR could make more money to pay for the inspectors if they were out policing the salons that need to clean up their act or be shut down. I am a salon owner of 22yrs that keeps a clean salon and runs by the rules...but most are filthy and have extremely poor sanitation practices.
COS	Get qualify inspectors for beauty and barber salons
COS	I would like the open toe policy reviewed. you can easily wipe your feet than to have hair in your shoes that can become imbedded
COS	I would love to see the pedicure tubs to be to be tested to see if they are being clean properly.
COS	That inspectors are required to be active in the designated field. ex. cosmetology
COS	The rules should be more clear and stop changing way too much. sometime the inspector should a little lending things a little, instead of nit and nag every little things. we are trying to making a living for ours family. therefore we try ours best to meet up to the states board required. I am in this business for 13 years. the inspector before more understanding , because theirs once used to be cosmetology likes us. the new worker just go through the sheet rule. and never explain what u should do next . before when the inspecting come and talk to you and helping what u should do to be better, I like the way they grade you before. now I don't know how much clean is good enough for states board. working so hard no money and no health insurance and also get abuse by states board inspecting. mentally , psychically stress daily what will happen if you make one mistake and you will get fine and your whole family go to file chapter 11. I hope states board would help us out a little so we still able to make a living.
COS	I feel the inspectors should have complete cosmetology and work in a shop, I direct contact with the public. I disagree that they are college graduates with no previous history of ever working in a shop for the client
COS	More visits and more in-depth sanitation requirements for independent contractors, independent salons and nail salon sanitation. people are not following the TDLR guidelines. most don't have current cosmetology books or follow sanitation guidelines
COS	Get more enforcement officers on the job for faster response to problems in the field.
COS	I think we should have more inspectors.

## Change 1 Thing

COS	The inconsistency of the pedicure sanitation rules and the attitude and knowledge of the inspectors
COS	The last time my salon was inspected it was a nightmare. the inspector had all of our information wrong, the inspector she was training lost her blackberry after our inspection and it took over 1 year to clear matters up. we should go back to a cosmetology board with inspectors who know our field of work.
COS	Complaints on nursing home beauty shop not having to have a license to do hair if they donate money to a church when it is clear the individual pockets the money. the board not agreeing because there are to many cases, so they turn their heads and make excuses. I worked nursing homes for 11 years and the rules are not clear.
COS	I feel that there should be follow up on people whose license is not renewed within 30 days of expiration. I have worked in shops with people who do not renew licenses for months after expiration and wish there could be some way for check up on whether they are working without renewal.
COS	Making inspectors accountable by having a report on them from the field on their professionalism.
COS	TDLR doesn't seem to get around to all counties to check for unlicensed personnel
COS	The customer service in our local office is inappropriate and needs some serious help. it seems as though the customer service representatives forgot what it was like to be on the other side of the counter.
COS	I'm tired of all the talk about "germs"!! if we can not even keep bacteria and/or germs out of hospitals....how can we be expected to keep them out of our salons. I guarantee you, I personally do all I can to keep a very clean shop but I sometimes feel intimidated with all the talk about germs, germs, germs!!!!
COS	Hire more inspectors, and be consistent with rules and regulations
COS	There should be strict scrutiny of private beauty culture school particularly to check any fraud
COS	Being able to test for mama in salons.
COS	More inspections of nail salons and their licensee's are needed. several in my area are not up to sanitation code. I also find the cosmetology law/rule book hard to navigate. do's and do not's in the salon should be more clearly stated.
COS	There needs to be some allowance for hair debris at a salon. it is literally impossible to have all hair removed from all surfaces at all times. some inspectors allow for this, others (who likely don't have any salon background!) have a problem with one hair. we try. we really do. to me it seems that if an inspector felt there might be a problem, he or she could ask questions designed to find out if this is a normal situation and what the procedures are in the salon for dealing with the issue (i.e. how often is sanitizer changed, who is in charge of it, etc)
COS	To increase numbers inspectors in each area
COS	Why is it that here in big spring the nail shops that r owned and operated by the Vietnamese are not inspected. I never here that they r? and why is it that they never hire other nail tech? don't our laws apply to them also? aren't they discriminating against us who are licensed to do nails and they won't hire us even though they have the space to rent?
COS	Have more inspectors available to oversee the industries better. a lot of violations go on for far too long without TDLR putting a stop to them.
COS	To be inspected in a timely fashion,, we need more inspectors.

## Change 1 Thing

COS	I think I'll change the law for inspections, I think the inspection can do 3 or 4 times a year for the beauty salon.
COS	Have more investigation for unlicensed personnel in (No Suggestions) area
COS	More enforcement officers , of course TDLR would need more money , that is ok with me
COS	I would want it to be that inspectors to be more friendlier.....
COS	Consistency with inspectors from county to county! regulations seem to be interpreted based on personal opinions!
COS	Better educate your inspectors. Barbicide plus is cloudy, unlike original Barbicide, which is a clearer blue. I was accused of having not changed my Barbicide and threatened with a fine when it fact it was clean and new, but because it was the wrong color, I was told the next time I used it I would be fined \$5,000. I do not manufacture Barbicide or Barbicide plus and therefore I have no control on the color or shading when it comes out of the original packaging. I paid a lot more for Barbicide plus than the original Barbicide because I believed it was more effective. effective or not, apparently it is useless, and I came within an inch of losing my already struggling business because Barbicide plus appears to be dirty to your inspectors.
COS	Not enough inspectors at TDLR in cosmetology
COS	I would like to talk to you about what to look for when inspecting public high school cosmetology programs. I have some other ideas that would be useful and helpful in this area as well.
COS	I would carefully monitor beauty salons for instances of severe overbooking and maintaining pleasant atmospheres for customers.
COS	Have more inspectors checking licenses and checking the cleaning and sanitation in this industry
COS	More frequent inspections. some salons are really slack in sanitation. also, to own a salon, one should have to complete a management course first.
COS	Consistency in both the regulations of the beauty industry and the inspectors whom enforce them. it would be nice to know that the inspector who has the authority to revoke my license for not following regulation/law also actually knows the industry regulation/laws.
COS	I think all inspectors with cosmetology should have experience in the field (or whatever field they are inspecting)
COS	That the inspectors would consider real day to day work environment
COS	I think the beauty schools need some more regulation. there is so much crap going on in these schools.
COS	With a non-recycling foot spa (foot tub) - 30 minute soak & wash when using throw away liners
COS	I feel that TDLR is doing a great job, with the exception of some of the nail salons. I have been in many, they have the sanitation equipment, but they never use them . I have sat and watched as they reuse files and implements that have not been sterilized ( that's why I have been to so many, I don't go back when I see this ) it gives our industry a very bad name. I keep my salon clean and sterilize my equipment, why don't they? out of about 10 nail salons I have visited, I have noticed one of them kind of doing what they should. please!!!! make them conform.
COS	The attitude and disposition of the school inspectors. very poor.
COS	Pedicure, laws are not being enforce at chop shops. nail tech use file, nail clipper that are not clean proper.

## Change 1 Thing

COS	More enforcement of unlicensed people in the industry especially the people doing threading and waxing. more inspections of the salons that seem to have always non licensed workers or major sanitary problems.
COS	Stop salons and people working without licensees.
COS	More inspectors stricter guidelines for nail salon owners - increasing education concerning communicable diseases, increasing liability to owners who are more concerned about their bottom line dollars than they are public health.
COS	Better coordination with internal staff and interagency staff
COS	A list of who and where the tests and continuing education courses are given.
COS	I would make a license for cosmetologists that are not currently working (retired). it could be used only for discounts on purchases at beauty supply stores.
COS	Easier for barbers and cosmetologists to work together
COS	Differentiate between salons and barber shops. when I apply as a stylist I expect to style hair. the public is duly deceived when they see a barber sign in the window, a license, and there is no barber on staff. if there is one, they work part time or 1 day a week. it demeans our profession and credibility.
COS	I would allow a one step unsubscribe functions tic
COS	Have to go to Austin to take test better if it where given in Dallas
COS	You people change rules and regulations without any notifications. it would be easier if you mailed notices of such changes
COS	I would like to see a former cosmetologist salon owner or instructor have a part in creating our rules and regulations
COS	Have a knowledgeable person available to answer questions. currently getting answers is difficult to impossible. the people you have on the desk know nothing and finding anyone who can actually give a answer to anything is impossible.
COS	Make it easier to reach a member of TDLR by phone when it comes to policy & rule changes or proposed legislation. thanks
COS	Fire your phone customer service dept.
COS	I know that it's hard to get info from your department!
COS	Customer service waiting on hold time when calling.
COS	When calling TDLR to get information change the phone process don't make us wait on hold for ever or always busy and no one answers the phone.
COS	Up to date trends used in the salon example (weaving foil) etc. in the practical exam
COS	Requiring models for test-out to have a valid id, charging to reschedule an exam because model didn't have id.
COS	Larger grace period of changes made to the licensing exams. (i.e. some students are still using the 2004 edition of milady and will complete their hours in may of 2010, however the changes on the test take effect in march, no time to get the new books to accommodate any changes that may appear on the written test.)
COS	I think students test {practical} should have more procedures to be done, to learn .
COS	Practical portion of testing too easy.
COS	Practical testing

## Change 1 Thing

COS	Something needs to be done about students that continue to fail their exam and the school is being charged with the low numbers and some students that are testing are not aware of the changes. students should be held responsible to re-take courses of so many hours in order to re-take the exam after so many times. most of these students have waited to test sometimes years after they completed school and some where in and out of school when it was still TCC.
COS	Up to date rules and regulations for the hair industry educators who know the rules stop changing the rules and post them for all when you do educators who are not idiots
COS	I would expand the scope of education in the cosmetology field. our profession is growing and we as cosmetology schools need to grow as well.
COS	I would say to update the license test for students. more emphasize on hair cutting possibly instead of things like finger waves, pin curls etc.
COS	For instructors that live in west Texas area, there are not any classes available on methods of teaching.. have to travel to Dallas or san Antonio area, need to approve more instructors for training in this area or have someone have classes out here do not like to take it on the internet. like to have classroom training.
COS	I would change the practical cosmetology operator examination. in it's current form, it is a joke.
COS	Make the license renewal testing area specific i.e.; hairstylist/color tech, nail tech, aesthetician etc.... I find it useless to be going over material for a nail tech when all I do is hair.
COS	We should consider having all schools follow the same requirements of 1500 hrs. just look at the high school programs failure rate----that should say it all. if we are going to require practical applications, then provide the schools with a standard sheet to be completed.
COS	Some of the sanitation rules. they need to be clarified and taught accurately.
COS	Strengthen the requirements to get a license. teach and require knowledge on how to run a business and make a profit.
COS	Don't make state board exams too easy
COS	I wish the nail salons that are not in compliance, would be shut down. they are making things very difficult for those of us who are doing our very best to stay in compliance.
COS	The approach to inspection of documentation only in response to complaints which is prevalent in the Lubbock area.
COS	I think a contractor who holds a license and breaks TDLR rules after three times should be forced to give up that license or cease from working for a 2 year period
COS	Continuing education ---what do you have it? I think it is all bout sanitation----if that is the case--the CEU requirements won't change that--what works is fining! not a little fine--but a big one for the first offense! everybody went to beauty school and everybody knows we are supposed to keep the salons clean and sanitary---those salons that do not are not ignorant--just lazy. I have done this for a long, long time and if you want to effect a change--hit them where it hurts, but don't penalize the rest of us.
COS	When a violation is found, have more enforcement support.
COS	Shut down unlicensed salons and keep them shut down until they pay their fines and are truly licensed.
COS	Zero tolerance for operating without license.

## Change 1 Thing

COS	I realize the public need "protection" against bacteria in foot tubs. but the service provider does not need to be treated and fined as if he she premeditates murder by pedicures. it's very sad what happened to the lady in ca., yrs. ago, but TDLR needs to put this in perspective.
COS	TDLR would be more active in investigating reported unlicensed individuals.
COS	Allow on line entries or references as to unlicensed activities or locations.
COS	Customer complaints are too easy. it encourages erroneous complaints that stay on the records too long. they discriminate against companies with many customers.
COS	Chain nail salons never held responsible for violations
COS	I would like to see the TDLR closing down the schools that are selling hours. this should be priority. it is a pervasive opinion among salon owners that schools are not properly training students. 1. I think the TDLR should close down the schools selling hours. (of course their students are not prepared.) 2. I think the TDLR should make schools more accountable. schools with poor or failing pass rates should have their licenses put on probation with possible suspension if no improvement. 3. there should be a more meaningful practical exam--one that evaluates student skills on more than sanitation. the reason why students are leaving school not "knowing what they're doing" is that the TDLR has set the bar so low with such a "Mickey mouse" exam that there are some schools whose primary goal is to get the student through an exam that tests nothing on their skills. improving students' education by implementing internships/apprenticeships would be an enforcement nightmare. there would be some students who would benefit and others that would be only "free help" for the salon and would possibly be taught the wrong things by stylists who have
COS	Penalty matrix is too harsh. time to resolve complaints is way too long. many complaints are unfounded and should be investigated and closed within 60 days.
COS	There would be a clear cut manual of the rules and regulations in layman's terms - easily interpreted - without so many loopholes or exceptions.
COS	Meetings set up on a routine basis and on a specific day each time. ex first Monday of months slept, deck, mar, jun. I feel more representation will be present. it always fall at odd times for junior college and high school representatives. too many meetings have been set and then canceled. it takes planning to get schools covered and approval to attend, only to go back and tell them again the meeting has been cancelled. it causes a image of inconsistency, and poor planning to those running the establishments.
COS	Licensing seems to be all about consumer protection. there is nothing to help contractors with their problems. we are guilty until proven innocent which seems backwards in this country.
COS	The laws and rules book needs to be more organized even if some of the info needs to be put in more than once to enable it to be in the correct area as. it is hard to find the info needed because it is in the most unlikely sections of the book. I have threatened to my students may time that I was going to rewrite it and send it in. it is hard to use as a teaching tool because of this.
COS	To allow the associations of the industries to help police against unlicensed activity.
COS	Make it easier for military spouses to renew their license on line. (soldiers currently don't have to renew) when a spouse can't do it online, they move their license to the state they are stationed at and that loses (no suggestions) money.

## Change 1 Thing

COS	Information in cosmetology white book is not clear, to much info for students/schools not enough for license holders.
COS	I don't understand why cosmetologist are singled out to take continuing education classes when barbers and manicurists are not included. they shave and clip with sharp instruments that need to be as sterile as our combs and brushes. when I have called to question this I have been blown off. it should be all or none.
COS	I think our board needs more input from cosmetologist in the salons. also I think our testing of students need some changes. I'm not sure what that should be but I would prefer for students to be required to work as assts. before getting a permanent license. our testing does not show many skills.
COS	I would like the ability to pay for a duplicate license on-line, as I can to renew my license. when I work at a school as an instructor and also work as an operator in a salon I must have a duplicate license, and having to snail mail a money order when you have accepted my credit card for my renewal on-line is ridiculous.
COS	Send out notifications regarding licensing changes to all licensees prior to major time renewal procedures. I was not notified in any way as to the changes re: license renewal. I was not working in a shop, let my license lapse & went to renew it, then told I could no longer go 5 yrs before losing my license. if I had known, I would of pd yearly to keep it up. my money was taken for the license, then told I had to retest the practical & written exams to be reinstated. I complained and no one listened.
COS	Ease of obtaining manicure license
COS	We are very pleased with the licensing processing procedures and expedience of processing licenses in a timely manner. the only time we have come up with confusion is when adding a dual shop license to a location - the cosmetology shop license isn't automatically canceled upon the approval of a dual shop license. so their is always a period of time when we hold both a Cosmo shop and dual lic. or, it would be better if we could upgrade our Cosmo shop license mid renewal year - adding the extra fee and submitting the Cosmo shop license with the dual shop application.
COS	A clearer website, with links to license renewals, and continuing education sites.
COS	Please have a web site designer go over your web site and help you design a site that is easier to search. some items are linked in side bars, others are linked in the body text. although the site contains a wealth of information, the site does not have a clean, intuitive user interface design.
COS	Send notification of new events
COS	1 require a dress code for students taking exam. black & white attire only 2 hold mock exam for practical allow instructors to walk floor once a year. 3.have a hot line to report contentious 4.deiete 35 hour braid course not enough time to teach and practice safety & sanitation rules 5 require braiders and weavers to shampoo all clients their is a big problem with tinea and dandruff coming from these specialty 6 look up students hours by social security number 7 check students practical sheets on inspection.
COS	Licensed Facialist instructors should be able to apply for employment as a TDLR inspector, to inspect spas/esthetics salons. I have worked in a hair/spa salon, over 18 years. if anything the office managers are the professionals that run that business. their are so, many, salons that need inspecting on regular basis in the southeast and north parts of Texas.
COS	Have more inspections of salons.

## Change 1 Thing

COS	Being inspected by non-cosmetologists
COS	Get honest inspectors. rotate inspectors so they do not become so close to the shop owners. some nail shops are paying off inspectors.
COS	That contact by phone or e-mail could be responded to in a fashion that you can speak to one person only and get a response back.
COS	No time clock
COS	Area related to getting license of facial school to be easier (if an applicant wants to offer education in facial , why he/she needs to own equipments for hair, nails,..etc. which are nothing to do with the facial training-- per Kim whit of TDLR)
COS	Make it easier for a salon owner to be able to have more rules and enforce them for stylist who rent. I realize they are self-employed but when an owner is fined for their mistakes is there anyway to give us a little more control over their actions without trying to boss them too much. this has not happened to me but just concerned sometimes.
COS	There is a movement to remove independent contractors from the cosmetology sector. I strongly disagree with this movement. the right to be a self employed booth renter should not be taken away!
COS	Classes only every other time of license renewal . every 2 years is too much - too expensive & takes too much time.
COS	I can not see washing curlers after each customer, time does not permit. I work with senior adults and need my rolling curler tray
COS	Wording on waxing license needs to be change. we now have an issue with people threading..and in non- compliance
COS	I think we should only have to take the sanitation hours every 4yrs unless there is a change in the rules, because sanitation doesn't usually change, and once you have taken the course once you are taking the same thing over again and again.
COS	The online continuing education... as what I hear many people say that they are helpful.. and that they do not learn much.. also that some people get others to take course for them.. ;(
COS	Lower the hours of rules and sanitation to 2. have people other than product reps teach the creative classes
COS	Continuing education be only 4 hours not 8 hours
COS	The continuing education that is required for your license. we work every day doing hair, and going to classes and then we have to take more classes and its always the same thing every two years.
COS	Not charging so much to license employees. not regulating our prices.
COS	Lowering the amount of license fees
COS	Keep any continuing education agencies from printing the license number of any cosmetologist on there fliers or excerpts. putting to much at risk.
COS	As a salon owner, I would like to see sanitation hours increased for continuing education. we touch the basics, but I would like to see more detailed information provided in these classes. I love the direction TDLR is headed.
COS	Continuing education hours over the 8 yearly hours needed can be carried over to the next year. example 10 hours this year carry 2 for next year
COS	Change amount of continuing end we have to receive...

## Change 1 Thing

COS	I was told recently at a continuing end class on sanitation that I could not put dirty combs in the same container as dirty brushes i.e. (dirty tools) how utterly ridiculous!!!! I was also told that I can not house clean metal clips with clean plastic clips. who makes up this stuff????? again, how utterly ignorant and absurd! why not spend your energy actually improving our field by understanding and working in it. this would be helpful instead of making up worthless, time consuming, idiotic rules like these. help us be better at our chosen profession don't hamstring me on silly rules. by the way I have some clips that are half plastic and half metal, how am I store them????
COS	Cost of renewal
COS	The continuing end process. I've lost my massage therapy license because you stated I didn't send in cont end hrs. plus I move around a lot because I'm a military wife I never get renewals or letters saying you never got my continue end for my massage lic or cosmetology lic then you want to charge me for copies of my lic after u sent it to an address I haven't lived at for 20 yrs.
COS	I would require that the instructors that process the licensing classes treat all students with respect. I took a TDLR optional course to enhance my knowledge in my area of expertise. the instructor, Rita hall, that lead the course showed up disheveled in an unprofessional manner. I do not have issue with her instruction (other than mentioned above), but when the course was over she rushed off to go to her other job. she failed to sign my paperwork. I was forced to wait over half an hour for her to return and when she did, she belittled me and tried to make me feel like it was my fault she forgot to do her job. this behavior is unconscionable and should not be tolerated by TDLR.
COS	To lower the price on the fees to licensees in Texas
COS	Return to a three year fee schedule. continuing education reduced to 4 hours for every year or 8 hours every three years.
COS	CEU. courses need to be available online.
COS	Online CEU credit courses should not be mandatory 4 hours online.
COS	Arrange some motivating stimulating rewarding conferences to gain credit education hours for this practical profession. the on line courses do not encourage networking, brainstorming and real learning for this up and coming art
COS	I would regulate the sorts of continuing education. the online class I took included about an out of information on how to obtain a license - which was not useful for me in any way.
COS	Approve more licensing study courses. there are not enough varied informational courses available.
COS	I would change continuing education, I think is just a waste of time.
COS	I am pretty much a one man operation not bringing in a lot of income in our small area and there are to many laws and rules that makes it hard to keep up with but I try . my income is very low and TDLR seems to just keep going up on the fees, yet the calls have drastically reduced
COS	To not charge again for a retest.
COS	Having to pay so much for an independent contractor license in addition to the cost of my operator license.
COS	Payment for licenses for first time holder could be by debit or credit cards instead of money orders. this will help speed up the processing.
COS	I would offer more advance classes for hair stylist instead of basic cutting classes.

## Change 1 Thing

COS	Expand the allowable continuing education requirements to allow more providers or types of permissible courses
COS	Allow continuing education courses to qualify for TDLR continuing requirements
COS	Make your rules clear, concise and written! put it in writing otherwise how can you enforce your own rules.
COS	Extreme rates for renewals, etc. extreme costs in certifications, continuing education, uncertainty in all the rules, and conflicting answers to compliance regulations
COS	Continuing education classes are a waste of time. most operators do as they like anyway. although I am inactive. I see operators disregarding the rules all the time.
COS	Raise license fees, eliminate testing in Spanish
COS	I would increase continuing education requirements and require more hours for students.
COS	I think that you should know more about what continuing education classes you are recommending. I took a class for skin care that was on your website and the entire thing was for cosmetology (hair care) and I had no idea what it was about so I had to pay to take a different class. it was a huge waste of time and money.
COS	Higher/stricter fines for those violating sanitation laws.
COS	When I started out in the industry I owned my shop & had to provide the handbook. I disagree that every person needs the handbook. I feel the shop should be the provider & not each individual that works there. by the time I get my new handbook the year is almost half over & will have to order another one that I won't receive until well into the next year.
COS	Make any form of extra education be credit for CEU hours instead of the redundant classes that do nothing for the salon industry except make money for the people who create the classes whether computer classes or salon distributors
COS	Make clear to public schools that students who have permit for the cosmetology course should not be in the same area as the non-permit students who do not have permits( intro to cosmetology classes for 9/10 grades). I would have these students in a class room area for students who do not have permits and have a special class for these students.
COS	I found some of the classes offered for our CEU were very elementary or for beginners, would like more classes for hairdressers that were interesting and more knowledge for someone who has been in this industry for 30 or more years.
COS	Leniency on employment criteria for non cosmetologists. i.e. shampoo person etc.
COS	I absolutely feel like it is unfair for a salon owner to receive a fine if someone in their shop is fined..we are not their employer and cannot control every move they make if they do not change their comb water etc...this law is absolutely not right!!!
COS	Continuing education it is the same and the total hours is ridiculous when you have been a cosmetologist as long as I have been.
COS	Reinstate the tab testing, do away with sanitation and CEU as a license renewal requirement. a licensee can take all the CEU hrs, but does nothing if they don't actually use it in every day situations.

## Change 1 Thing

COS	That in CEU requirements the extra hours of education be required for each field of study. i.e... nail techs should have to do hours in nail studies, estheticians in skincare, etc.
COS	Continuing education should only be enforced for violators, those of us who have been hairstylist for years and know the proper procedures should not have to take 12 hours of classes to teach what we already know and is in the handbook.
COS	Required instructors to up date their training yearly.
COS	Not allowing a facial room to be carpeted. I think this can be done and still be sanitary.
COS	Instructors that are active in a school, should have to have the full 6 hours of CEU even if they have been in the business for 15 years
COS	As a cosmetologist, I enjoy the convenience of on-line continuing education. however, I don't think it is really what we need as an industry. it's a "cop-out". we should be getting our education out in the field with "hands-on" and "one-on-one" classes. I think it would provide the greater impact. it would weed out the people who provide insufficient service to their clients by the lack of current education.
COS	I believe that the practice test needs to be harder. I believe that the potential licensee's should have to work on a live model throughout the whole test. these are just some of my personal thoughts. consumer safety is very important however so is knowing that you are giving a license to someone who knows what they are doing.
COS	I would like to see where you could register for permits a group of people and then pay at the end for all entered and print. also clearer rules for example the withdrawals and termination section is not clear if you can attempt to collect money after they are dropped after 50% complete.
COS	The booth rental license for hairdressers has no value. only serves as a vehicle to penalize the licensee huge fines when a violation is noted. certainly a warning could be issued allowing the licensee the opportunity to comply with the rule. does nothing to protect the customer! the inspectors are more interested in looking for that violation than looking for sanitation requirements.
COS	I think the CEU courses are unnecessary except for sanitation laws.
DHC	Easier violation/licensee search on the site. I feel the format needs to be updated.
ELC	None comes to mind
ELC	No change at this time
ELC	Nothing at this time.
ELC	I wouldn't
ELC	None at this time
ELC	Nothing comes to mind, I think TDLR is on the right track.
ELC	None...it's great service
ELC	I don' know of any changes needed.
ELC	None I can think of
ELC	It ok as is
ELC	As far as I'm concerned you are doing a great job !!
ELC	I don't change nothing because every thing is clear easy access to information I like the way it is
ELC	I have never entertained that thought.
ELC	I feel it's one of the best in the nation. I have 7 masters licenses

## Change 1 Thing

ELC	Not really sure if I would change anything because things are working pretty good one thing that I am happy about is the addition of a member from the post secondary segment to the advisory board. also the possibility of removing the clock hours and using semester hours but really not for sure about that.
ELC	When the TDLR adopts the new code. like the 2008, I would the cities to do the same. I work under codes back to 2000
ELC	Require every city in the state two work off the same year neck code as the one the TDLR adopts. require cities to recognize the TDLR requirements as to code and practices.
ELC	New codes should be state wide. we are still going by 2003 code in city.
ELC	I would change the rule that says that only electrical contractor can perform electrical work and I would not fine journeyman electrician doing a side job.
ELC	Do away with continuing education. its the same info. all the time. waste of time and money for all.
ELC	I think that continuing education is great if it was on subject that you need to know in your area but while taking doing so the last two times I found a lot of useless information.
ELC	After one has completed there continuing education and it has been reported they should not have to wait to renew as the expiration date would not change. what deference does it make if it is renewed one day before expiration or six months?
ELC	Fee is excessive on an annual basis. continuing education credits are costly in terms of travel expenses, etc. exempt seniors 65 years and older from above.
ELC	No more continuing education classes. just charge me, each year, for the unscrupulous fees and be done with it.
ELC	Having to apply for licenses every three years like it use to be. the fees are to high. the cost of continuing education is always the same and seems just to be a money grab.
ELC	Have us complete the continuing education only every 8 yrs
ELC	I don't really get anything out of the continuing education. I dread it and I personally think it is a waste of time. raise the license fee instead.
ELC	I am all for continuing education. however I do not see a need in 8 hrs. of class time. neither electricians nor plumbers take more than 6 hrs. keep the 2 hrs. of law changes but shorten the rest please.
ELC	Longevity of license going back to the 3 yrs would be great, but we still need to do our continuing education that should still hold true
ELC	Keep the continuing education to the codes we don't need to know who makes up the board, how many, etc.
ELC	The continuing education is not very useful. most providers have one or two courses and make small changes to the courses from year to year. the continuing education has become something to endure, not educate.
ELC	Continuing education requirement.
ELC	Continuing education should not be required after age 65
ELC	Continuing education should not be required for those with college degrees unless complaints are filed.

## Change 1 Thing

ELC	You develop a license were electricians at retirement age who would like to do lighting retrofits were they do not need a masters they can continue to take continued education to maintain the current journeyman's license and code changes I know there several people out there that would like to start a small business just doing repairs I would but I cant because I have a hard time taking a test from a book now if you were to give me a skills test I would pass it with flying colors
ELC	Omit continuing education.
ELC	The selection of psi as testing agent has created new problems. first, adequate space is not provided for exam takers. the code book must be held in lap. second blueprints are hard to read because of small size. the psi rule that not writing in code book is unreasonable. test questions do not deal with practical duties. more input should be requested in exam rules and questions. recommend TDLR increase the number of field inspectors. two people to cover the entire state is not reasonable. county inspectors should be considered. the four hours of continuing education is not enough especially when new areas are included such as safety. plumbing contractors should be regulated by TDLR not some additional board or agency general contractors should be licensed and regulated.
ELC	1. reciprocal licensing with surrounding states 2.ceu's for non registered apprentices.
ELC	Any contractor that is just renewal license that is not for public contracting, should not have to do continue education, in my opinion.
ELC	I would cause a retiree license to be issued to a retiring electrician which would require no continuing education, but would provide evidence of prior active licensure.
ELC	I would change the CEU hours. most courses are of no real use for some one with 22 yrs. in this profession.
ELC	Require electrical safety training as part of the license renewal process. not as an option but a requirement. use Napa 70e as the basis for the training.
ELC	If we are required to take a test to renew our license each time, it should be beneficial material. there is nothing about "new" products or procedures that help us to stay current. the test as is it is a waste of time. what we learned in school is outdated so we don't need that, help us to be "current" either product or procedure!! thank you for listening!!!!
ELC	Lower # CEU or make more relevant to needs.
ELC	Continuing end should be stopped. city inspectors and manufacturers will make sure everyone is up to speed. it is a waste of time for everybody. if not stopped then it should be within an 18 month period. in other words, a person should be able to take a class a bit early. we have limited live opportunity in rural areas.
ELC	Allow professional engineers CEU's to be credited as continuing end course hours.
ELC	Allow translation & interpretation courses, also language courses, from legit universities to count toward continuing ed. perhaps 2 hours ethics could be online.
ELC	Make the license renewal process easier and have the CEU less often.
ELC	More CEU hours. it needs to be as it was originally
ELC	The legislature meets every 2 years. why do we have CEU yearly. no changes are made during the off years

## Change 1 Thing

ELC	If I could change one thing, it would be that TDLR contradicts itself quite often in the law and we are confused a lot of the time as to what we are supposed to be doing. and sometimes when you call to ask, or have it better explained, representatives of TDLR don't even know how to better explain it.
ELC	I would allow eligible (licensed in their country) foreign persons to take a written test on Texas laws and regulations and the practical test for licensing.
ELC	144 hours classroom instruction per year for apprentice
ELC	Allowing college level, as degree in electrical technology or higher, to account for some of the requirements toward electrical license. the electrical contractor, has more than apprentices working and everyone may not choose to work in the field before they can open an electrical contracting business. one has to pass a state regulated test before a license can be issued. someone going into business may have a different test which includes business questions; labor laws, accounting, estimating, purchasing, supervision, green technology along with the electrical code questions.
ELC	Require journeyman electrician on site
ELC	Making city of Houston enforce the law. office buildings downtown have electrical maintenance personnel with elect license and maintenance licenses doing electrical work without working under the supervision of master electricians
ELC	Remove the practical exam and have only the written exam for licensure
ELC	I would suggest that more inspectors be hired so that safety would prevail. this is a grand state with numerous old wiring violations its only a miracle there isn't more property damage or injury to life and limb. safety is a direct result from education, continuing education is great but it is not a substitution for basic electricity 101 which I think that a full understanding of current, resistance, voltage and insulation would uplift the head of the industry.
ELC	Having state inspectors in unincorporated areas, the absence of inspections to verify that a state licensed contractor has done the work .owners are unaware that just because they live in the country that the same rules apply as well as the current adopted codes
ELC	Add inspectors, and or some activity to the Texas panhandle, to curtail unlicensed activity, by apprentice electricians on weekends and carpenters or remodelers extending circuits and adding circuits
ELC	Inspections currently do nor occur enough
ELC	More inspectors to help clean up our pristine image
ELC	All investigators/inspectors employed by TDLR should be required to hold a license in any and all fields, skills, crafts and trades in which they are assigned to investigate or inspect.
ELC	Easier access to inspectors by phone for our specialized occupation.
ELC	I believe that as large a state that Texas is, we need several TDLR inspectors to successfully police and enforce TDLR rules and laws. this will protect the public from fraudulent contractors and also help legitimate contractors maintain consistent business and industry prices to allow us to stay in business.
ELC	Inspectors should be licensed in the field which they are inspecting!!

## Change 1 Thing

ELC	We need more state inspectors are enforce city inspectors to inspect instead making their own rules and regulations (example in Dallas Texas just about every inspector has a different opinion on the way a project should be grounded) you do it one way and they want something different just to cause job a hardship. we still have a large number of general contractors using unlicensed personnel doing jobs in rural areas mostly .power companies should refuse to install meters unless master electrician signs off on job of any sort. all inspectors should have to pass journeyman's exam before becoming an inspector in any city are rural area.
ELC	Need more inspectors in the field to catch the bootleggers, they are hurting small businesses by taking away work that should have a permit pulled and have a licensed electrician do the work.
ELC	Either delete TDLR or city inspections.
ELC	We need more state electrical inspectors who go to different cities and actually inspect a job. licenses need to be checked as some are only apprentices or journeyman and they advertise in the American classifieds add as a licensed electrical contractor and they use their license numbers in the advertisement to obtain jobs.
ELC	Not much, I like what the state has done. I would like the state to look at the inspectors with each city and hold them to the same rules as an electrician. not the buddy system.
ELC	Make laws understandable to the common person not everyone reading those things are college graduates. appoint everyday electricians to boards. I have volunteered for boards but I do not qualify.
ELC	College education should count when getting a contractor license. I think there are too much politics in getting an electrician license. college degrees comparable experience and trade school should be used and assessed when issuing a license. too many workers work in the field without the correct education and their years of on the job experience has not thought them much but since they have the hours under their belt they are able to get a contractor license. military experience should also count toward licensure. the end
ELC	Make Texas code the same in Louisiana. also, the person who taught me class I -div. I explosion proof work; lost his credentials during hurricane Katrina and moved to Texas. he can not obtain his license with out man hours. I can testify that this guy is a true master electrician. we have demo & reconstructed many dangerous projects.
ELC	The annual renewal. I would change it to ever 2 yr
ELC	Have a better level of qualification for a license and make it harder to get a license to keep people who should not be in the industry out.
ELC	Make license good longer than one year.
ELC	I am an instrument fitter but work with the electricians so have to carry apprentice license. have no plans of becoming an electrician with new rules have to have continuing training not thrilled with this have little enough disposable income as it is and now this
ELC	Those personnel that work within the context of "maintenance" should be licensed to perform electrical work!! I've worked in too many locations where maintenance personnel have put themselves, and others, at serious risk due to their lack of proper knowledge.
ELC	Let license electricians do home improvements for citizens who ask with out a master .

## Change 1 Thing

ELC	To take away journeyman licenses given to the helpers when the laws changed to state licensing.
ELC	More stringent licensing requirements for those who are not legal Texans
ELC	Requirement for apprentice electricians to have a license. this needs to be done away with. it eliminates any volunteer work for churches, camps, etc.
ELC	Having to register apprentices when all you use some of them for is pure labor work, such as ditch digging, clean-up and etc.
ELC	Renewals and replacements of license online should be offered for free as that would lower the number of employees and office space necessary to service customers face-to-face and lower TDLR overhead. exceptions will always require f-t-f communication.
ELC	Establish levels of competency for technicians. i.e. similar to the plumbing board( tradesman, journeyman, master etc.)
ELC	Require passport type photos
ELC	License holders should not be required to pay a fee to individual municipalities to register their state licenses. currently these fees are a higher cost than the license fee cost from the state.
ELC	Grandfather license, no electric license to a/c contractors, they may do a little electrical work. but most do not know the codes, and do not know what they are doing
ELC	Limit the times an apprentice licensees can be issued to in a time frame. so many just get it for one job then move on and wait for another job.
ELC	Too many license types
ELC	Mechanical contractors ability to perform electrical work
ELC	I would like to see Texas be the first state to recognize the vast differences in the type of knowledge and capabilities required to perform electrical work in the three separate electrical disciplines of residential, commercial and industrial. if this could be changed to have a class b type journeyman electrician license that required passing an examination for that particular discipline and a class a journeyman electrician license that indicated the licensee had qualifications and knowledge to work any of the 3 disciplines. this would eliminate the possibility of unintentionally hiring journeyman on an industrial project that were actually only qualified to be working on residential projects and vice versa.
ELC	Anyone who received any type of electrical license< since inception of state licensing, should have to take and pass the test appropriate to their highest license or revert to apprentice level.
ELC	Open up a grandfather clause again..
ELC	Make it easier to figure out how to get non-res applications through for other states.
ELC	Require licensees, who grandfathered in, to undergo testing so that they would earn their license legitimately.
ELC	Allow electronic re-enrollment on expired licenses.
ELC	If the party could prove with his hours that he is a journeyman electrician then there should not be a deadline on renewing his license. would also make it mandatory to have county jobs inspected.
ELC	There needs to be more regulations for more of the building related trades to be licensed and regulated.
ELC	If you can prove the hours & experience for you craft, you should be able to advance your license to the next level.
ELC	For this license to be combined with my other licenses within the tide rather than the TDLR.

## Change 1 Thing

ELC	Verification of citizenship of applications and work history.
ELC	Renew license every 2 years instead of every year
ELC	Change the license renewal to every (2) years like other licenses in Texas. also a master electrician should be able to work on his own without having to get a contractors license as long he meets the insurance requirements
ELC	I would like to go back to a 2 or 3 year license and increase the fee accordingly. changes during the times between renewal could be made known by e-mail. thanks Ron.
ELC	Add an apprenticeship program and get of the state's practical test.
ELC	The ability to upgrade my license without having to work under a master. I am in the sales part of the industry and would like to advance my license. I can pass all the tests, but can't get the hours in the field required. isn't there another way?
ELC	The annual cost of license I think it should be a 3 year license renewed with the update(end neck and CEU should be over the changes to the neck
ELC	We need to require finger prints and photo on record or photo on lice. also, I am running into way to many " do it yourself" code mistakes, is there someway to limit who can buy electrical supplies?
ELC	Anyone contracting or subcontracting for work in the electrical field shall have a contractors license including temporary or labor providers.
ELC	Exempting industrial contractors from electrical licensing requirements. sophisticated industrial operations do not benefit from the licensing requirements--their standards are far stricter. this is just an additional cost and paperwork burden.
ELC	Eliminate the requirement of apprenticeship for journeyman and master electrician licenses. if a person can pass the written test, they should be granted a license.
ELC	I missed my opportunity to be grandfathered in as a master electrician because my former employer would not cooperate with me and provide the required employment information. I would like to have another chance to do so. I am currently employed as the electrical supervisor in the industrial sector as a company employee and I do not have to be licensed under TDLR rules. I have been in the trade for 35 years.
ELC	Remove multi choice from master license, must show work use either a Houston or Alvin test. the existing test is really a good journeyman test. all license should state whether this license was grandfather in or a test was taken. too many people out there with license that given to them
ELC	Mandatory for at least one contract lineman on a line crew in Texas to be licensed before making repairs, replacing or constructing new power lines.
ELC	The addition of new grades or categories of electrical licenses needs to stop. these specialty licenses challenge the sovereignty of local government, create an undue burden on local jurisdictions, and are a violation of, or are in direct conflict with all major cities' electrical ordinances.
ELC	Local municipality adoption of the neck should be state wide, this allows for uniform requirements.
ELC	Easier to get journeyman's licenses
ELC	Get rid of the tech license
ELC	I believe a closer city to state audit of permits issued compared to the status of the license holder would be a good control. a contractor can file for a permit without having a license with the state of the system as it is.

## Change 1 Thing

ELC	I would make allowances or hands on testing for out-of-state electricians. I held a journeyman status and worked as an electrician for 13 years but was unable to transfer my documented hours simply because they were not signed off by a master electrician. I feel it is grossly unfair that I must start over with an apprentice license when I have the expertise of a journeyman or higher electrician.
ELC	Let municipalities license and regulate with in their jurisdiction and let the state license and regulate in unincorporated areas.
ELC	The grandfathering in with out taking a test for journeyman & masters
ELC	Dissolve TDLR concerning the electrical aspect and return to city licensing.
ELC	Eliminate the monopoly on taking master electrician test.
ELC	I would make it harder for out of states to get a license. I have taken test in Louisiana, Florida, and new Mexico. these states make it harder for an out of state co. to get a license. I also would crack down on these people who do pre testing and a crash course seminars for people to get a license. I have seen people who attend these places and learn enough in 24 hours to get a license,
ELC	Revoke the license of the people who didn't take an exam because I know a few of the those people had someone lie for them to obtain a journeyman license. the reason I say this is because I am an electrical contractor and have had a few of those guys and they couldn't even understand the most simple rules as to apply the neck codes on small residential jobs as well as commercial jobs and couldn't find conduit fill charts and so on. and TDLR site says all the electricians have passed an "exam".
ELC	Improve design competencies in the licensing process due to the technical aspect of today's building science
ELC	Allow a licensed master electrician to be a master for a company and work at another job. a master can monitor company and employee activities while working for another company.
ELC	Shortened from 4 to 3 years the experience needed to apply for a journeyman electrician
ELC	Too much apprentice time required for something as simple as sign master
ELC	I has been certified as a universal technician in Louisiana and the state of Texas only registered me .....
ELC	Make all cities in Texas, large and small, except the state license and requirements without other fees.
ELC	Make license renewals for a period of two years instead of one.
ELC	Retroactive - provide those who held maintenance electrician licenses for many years thru local municipalities to be grads fathered for master's license
ELC	I wish you hadn't had a grandfather period for electrical journeyman/master that included licensing people that had no real proof of ability by never having to take an exam based solely on "field experience". it seems to me that if you didn't have to take an exam or were not enrolled in an apprenticeship program ever to prove your abilities at some point in your career than the state should have given a test. I myself took many tests only to have the same license as someone who didn't.
ELC	Make it legal for residential wireman to own their own business and do work on single/multi family dwellings up to 4 stories a master is not need for it.
ELC	Types of licenses

## Change 1 Thing

ELC	The process of a master electrician having to acquire 2 licenses to do electrical work! a master license & a electrical contractor license! thus having to pay twice! there should be 1 fee for a master to be able to do contactor work! thanks!
ELC	Make each an every city in Texas use TDLR, as is so far out of date with reality, it is why I am soon to be retiring from this line of work. nothing but fight, fight, fight with inspectors who do not have a clue.....
ELC	Manner in which electrical licensees were shifted from cities to the state.
ELC	Continuing education courses
ELC	Who can protect us as a professional license servers when we don't get pay
ELC	More hands on by professionals in the business who know the business
ELC	Process for master elect. test
ELC	None
ELC	N/a
ELC	None
ELC	None
ELC	I'd like to remove some laws that were written because of one person's actions. in another setting, I mentioned this idea to a lawyer what considered that to be a humorous idea, but a good one.
ELC	Na
ELC	None
ELC	N/a
ELC	None
ELC	None
ELC	None
ELC	A list of room types which are considered to be common use should be made available for reference.
ELC	N/a
ELC	N/a
ELC	None
ELC	None at this time.
ELC	Na
ELC	Unknown
ELC	N/a
ELC	N/a
ELC	Na
ELC	Neutral
ELC	I have not been involved with TDLR long enough to have an opinion or recommendation on how to improve the system.

## Change 1 Thing

ELC	It would be the whole organization I have gotten very frustrated with the way you all run your organization, I should have my masters license and be running my own company by now but since you the TDLR decided to all of a sudden change the laws as you all are always changing everything one year your giving licenses away to anyone that can prove time. which flooded the market with licensed retards which drove the value of our hourly wage into the ground its no wonder no other state will reciprocate with us. and what the hell is all that about anyway we all take a test out of the " national electrical code" not the Texas electrical code just another way for you all to pay for fringe benefits I suppose while I was out of work for 6 weeks and had to take a job for 5 dollars below what I should be making (according to the national average wage) an for 50 cents less than I made as a helper . do you know what the purpose of government is supposed to be? the sole purpose of government is supposed to br to resist and suppress evil. that is it. that is supposed to be your job not to keep Joe the plumber (or electrician) from feeding his children. or fly around
ELC	I would have someone to help with pip laws in plain English or I would have an average comparative price list available such as what plumbers have.
ELC	I would allow insurance agents to be trained under the tide rules, not the Texas workforce rules. for those of us that just train insurance, it is an unnecessary expense to have to register as a proprietary school when all we want to do is teach agents coverage.
ELC	Less paper work.
ELC	Allow access to files that were submitted and made modifications
ELC	I would like TDLR if possibly to update us on new regulations according to the neck.
ELC	The licensing for people that move to (no suggestions) from another state. instead of giving them reasons why they can't get a (no suggestions) master license, why not at least test them and see if they can pass the test. you could even use a probationary period, if you felt necessary. I think your policy for master electrician licenses for master electricians that move to (no suggestions) from other states are ridiculous.
ELC	More inspections of truck signage and local licensees
ELC	No enforcement of unlicensed contractors...continuing education courses outdated or redundant
ELC	Remove plumbers from doing any electrical work. this started as cheap old school politics by a board member who has a personal interest in performing electrical work, by plumbers who support him financially, what a shame this went through. all who were a party to this should be ashamed and be removed from the board and committees
ELC	The ability to contact any one person in any one department instead of leaving messages and not having a phone call returned.
ELC	Consolidate programs so there's a single source for answers and assistance
ELC	TDLR does a good job. only problem is phone is almost impossible to get through.
ELC	Make it easier to talk to someone relating to a problem that we may have using items that are new to the code, like tamper resistant receptacles combination ark fault breakers. we are still having problems with the breakers and I don't really know if you are all aware of this.
ELC	Improve response time to all correspondence from the public
ELC	Phone lines seem to be busy

## Change 1 Thing

ELC	That each of your representatives during phone conversations could give clear answers to questions asked and not give misinformation especially when dealing with new licensees.
ELC	TDLR telephone answering system
ELC	Phone contact with TDLR is all but impossible, always a busy signal or wait on hold for inordinate amount of time.
ELC	Improve email newsletter system to the effect that it is easy to change your email address in your system. most people change sip services occasionally, and it is in my opinion, virtually impossible to change your address in your current system. I finally just gave up and keep an old address just for your newsletter. what an unnecessary hassle! try to fix it.
ELC	More clear expectation on requirements and assisted help (what to do, next steps based on an individuals current status) in meeting those requirements. if a individual does not meet the requirements - clear communication on what steps are still needed.
ELC	Clarity in helping agents renew licenses especially before & after renewal date has passed.
ELC	To make continual education more informative depending on the years of experience.
ELC	For continuing education "courses taken" it would be helpful to have a reconciliation of the courses taken to indicate how many hours need to be taken before a given date versus the required hours. "courses taken" reflects the date of completion and allocation of hours by TDLR classification, but does not reflect how many hours are lacking in each category to stay in compliance.
ELC	Continuing education. eliminate on line continuing education for electricians and require class room attendance. require continuing education instructors to meet more rigid requirements. this will improve class room delivery of neck and TDLR rules and regulations regarding the conduct of electricians. require students to bring their current neck book to class. too many electricians scoff at continuing education. requiring apprentices to take continuing education is a giant step forward in improving the quality of the licensee and, perhaps, allowing the student to become interested in becoming a licensed journeyman.
ELC	The continuing education should be more interesting!!! if I have to sit through 8 hours, please teach me something!!!
ELC	Have continuing education courses available online
ELC	Ref. continuing ed.: at present I have to devote a sat. to CEU. during the year I attend many functions dedicated to the industry, i.e.: ache functions, mfg. training. updates etc. they should be accredited to CEU.
ELC	Finding out what courses you need to renew
ELC	We have license already, why do we have to go over how to get one in the continuing end classes?
ELC	Expand the allowable education for licensure.
ELC	Remove psi provider for testing
ELC	Let electricians take schooling on internet!
ELC	Make the course requirements easier. was looking for information and didn't find the requirements. just said I needed to pass a test.
ELC	I would like the testing to be harder, so others can't get license so easy.

## Change 1 Thing

ELC	I am in the swimming pool business. many of the questions on the test have nothing to do with pools or the electrical side of pools. questions about kitchen appliances should not be included on a test for a pool or spa technician. these types of questions have nothing to do with the repairs that we do. it's ridiculous that in order to legally work on the electrical side of pools, we have to answer questions about kitchen appliances and air conditioning.
ELC	No comments at this time. the master test shall be stronger and more technical to all trades not just follow the trade but by making people really take a test, that they will be afraid to lose the license, you almost given it away, and people are becoming more irresponsible to this issue, master test shall be done like the one used to be in Houston or san Antonio. people used to respect that, know in days is ridiculous how you are given accident to happen , and very irresponsible on your part. sorry for saying this but is the true.
ELC	Appliance installer test has nothing to do with installing appliances its all technical electrical
ELC	Give tests in more places. we used to have tests given here in san Angelo open a quarterly basis. now we have a minimum of a three hour round trip to take the test. I have several employees who want to take the test but have trouble scheduling time for it. surely Angelo state university is capable of administering these tests.
ELC	1) when I complained to TDLR of unlicensed contractors "finishing", i.e., trimming receptacles, etc., of my rough-in work, there was no follow-up investigation. if this work ever malfunctions, the customer will point a finger at me, because I have insurance. the other people he hired (to \$ave expense\$) will probably have fled the country. 2) it would be helpful to relax licensing costs for contractors that are semi-retired. 3) allowing other trades to perform wiring services is detrimental to consumers. (a/c, plumbers, appliance installers, signs etc., wiring these loads.) 4) having open book testing is detrimental to consumers because the electrical industry is flooded with new contractors that don't have the education or the experience...they merely know how to search the indexes promptly. (a former employee calls me routinely asking for advise because his current electric contractor boss assigns work but can't lay it out correctly.)
ELC	Test are two easy. you are issuing journeyman licensee to people who can not do the work. they are not trained right or to little training.
ELC	Please make it easier for people to test (master's test) while they are out of the country working overseas, especially on military bases. even though people are working overseas, they still are working to improve their skills, and that helps Texas in the long run, with better, and more employable work force.
ELC	Testing process for electrical lic.
ELC	Having to initial each and every practical application total on my monthly sheet. just a signature at the bottom would help.
ELC	Stronger enforcement of unlicensed electrical work being done.
ELC	Make easier file a complaint.
ELC	This sounds silly but maybe a one more chance rule to get it right before fining because we're all almost always swamped and sometimes things just gets lost in the shuffle

## Change 1 Thing

ELC	A way to get prompt follow-up to when we attempt to report violations that we note when out in the field (services being performed by unlicensed, trucks with no licensing information on them, no permits being pulled, improper installation/servicing techniques being employed, etc. it just seems like there's no one to report this to that will do anything about it.
ELC	Check out more unlicensed doing service where a license is needed. contractors loaning their license numbers for a fee for work done by apprentices.
ELC	Better enforcement of unlicensed contractors.
ELC	Citizens should not have government telling them what they can do on their own property. camera lights and code violations to make more money makes me sick. our taxes are high enough!
ELC	Techs' with a felony convection shouldn't be kept from having a license or from being registered as long as it is not a sex crime. they should be able to have a second chance.
ELC	Need more enforcement officers Houston is a hotbed of unlicensed contractors
ELC	Fine amounts, and industry understanding
ELC	A person convicted of a felony should not be prevented from holding a license in the state of Texas after he has paid for his crime.
ELC	Stop letting illegal immigrants do electrical work. do not license illegal immigrants. enforce regulations against unlicensed people doing electrical work.
ELC	Get investigator who knows the rules and laws
ELC	I would like to see more TDLR exposure in the small rural towns where unlicensed people are mowing lawns on Monday, & electrical contracting on Tuesday. I pay fees for two licenses, continuing end, & liability insurance, all overhead. I cannot compete w/ the un-licensed that will perform the work for "beer money". there are more than a few where I live. thanks
ELC	Having to provide all types of information before any action is taken about apparent license violation.
ELC	Accept anonymous complaints on illegal electricians. sometimes it is very difficult to turn someone in if you have to give your name ( friend, neighbor, relative, etc.).
ELC	Violation citations. charge and fine the licensee for what they did not do regarding receipts, not what they did do.
ELC	I would like to see more response on the unruly and unlicensed electricians who practice the service without the proper license. if I have time to study and keep up with the laws and guidelines and I don't even work as an electrician I just help my insured's be prepare to get or renew there license. I am an insurance agent willing to help my clients no matter what.
ELC	TDLR's enforcement of rules and regulations regarding electrical sign contractors is dismal.
ELC	There are to many folks in wise county working and advertising with out license - need more folks investigating the news ad's and working to get unlicensed folks fined or made aware of the laws for working with out license.
ELC	More enforcement of electrical contractors and non licensed electricians in rural areas like west Texas.
ELC	Following through with complaints filed with TDLR. I still have a complaint with no results, and have received no updates for several months. complaint #elc2009001681c

## Change 1 Thing

ELC	I feel that some of the language they use in discipline is rather strong, I feel at times that the work I do as an electrician could land me in jail
ELC	I would say law pertaining to other state county city, on non license violators. if they could get a part of the fine,(and the person or officer also be rewarded also) this would be a big factor in stopping this problem.
ELC	We are a legitimate electrical company and have no protection against or help stopping people operating illegally. I myself turned in a previous employee illegally operating a company. help catch him in the act and lied to the TDLR investigator in person and said he was a master electrician when he was not. he went behind us and told our clients he would do the work cheaper on weekends and nights. he was caught red handed I provided a estimate, invoice, and business card he created given to us by the homeowner who took his word that he was a master along with the general contractor. the case has been lost. I have given hundreds of leads to TDLR for illegal actions and this is what happens. I am so disgusted I have to re-file the complaint 1.5 yr later. this whole bust was done so my former employee would know it was us. it is absolutely absurd and as a legitimate contractor am embarrassed how the illegal's get away with this stuff. I feel as if I have wasted my time trying to make my industry better and am ashamed of what it has become. your organization is supposed to help us legitimates along with protect the consumer. you have done
ELC	Enforce the license on vehicle law. so many Jake-leg electricians in my area with no license, tic #, insurance it is so hard to compete with these people
ELC	There needs to be much improvement in the enforcement of proper licensing and marking of vehicles. there are too many journeyman electricians operating "businesses" improperly.
ELC	I would like to see Texas reciprocate it's master electrician license with Arkansas. I have tested and passed the Arkansas exam, and would like to get reciprocal license in Texas. I live near the ark/(no suggestions) border. thanks.
ELC	I would like to see more states reciprocate with the journeyman electrician licenses. is there any new information on that subject?
ELC	Making us take credit cards or electronic checks as a form of payment. this is America, I should be able to accept whatever form of payment I choose
ELC	Ability to use fill-in forms or online renewal.
ELC	Go back to the 2008 license card, it looks more professional. everyone loves the way that card looked. got a lot of great comments from everyone, even from other states. lets go back to that professional card. thank you,
ELC	Make tech cards different from license holder. state not to buy equipment for resale.
ELC	Link the contractors license to the master license so that they both expire at the same time, sometimes hard to keep up with both and the paper work for both in a small business setting
ELC	The process of how to renew my license every two years. my first experience was not good. it was very difficult. I am about to renew again; it's that time. the website needs to be more clear, and more user friendly.
ELC	Eliminate paperwork - covert to electronic forms that can be filled out and transmitted online
ELC	Reduce time between time boiler inspection and issuing of invoice.
ELC	If a person had received his or her license, they should be able to renew them with the information that is on file, or should be on file.

## Change 1 Thing

ELC	I would make it so that a new person after taking there state board exams could pay for everything at one time & do paperwork all at one time , so that it wouldn't take all most a month to get started !!
ELC	I would add web cast instructions for installation of new materials or changes in construction by the code. this would allow anyone to check to see if any change to there practices and what the new change would be. this would remove the gray area.
ELC	I think that the one thing that would help my business the most would be if TDLR would send out press reports explaining in plain English that you must be a tic in order to do any electrical work as minor as installing a light fixture. you must be working for a tic and have at least a wireman's/residential journeyman's license to be on a job by yourself or in charge of others. most consumers have no idea what the law requires and are putting their insurance coverage in jeopardy by hiring anyone doing electrical work without a license. consumers don't realize even if a handyman has insurance, his policy will always exclude his performing any illegal act. I have 5 electricians in my employ, 4 are journeymen. I get beat out on bids all the time by legal contractors working jobs with only apprentices on site or unlicensed altogether.
ELC	The continuing education course to be done every 2 years to save cost
ELC	Charging an annual education provider fee and charging for every course offered to be approved seems excessive. either only charge the provider fee one time or don't charge every year for every course.
ELC	Allow more time for the CEU provider to post the classes taken by licenses. TDLR was too quick to mail. waste paper and postage.
ELC	I would like to change the fee and charges for test applications and continuing education classes charges
ELC	For businesses that provide all of the tools and supplies needed to comply with TDLR regulations, then the licensees themselves should be warned/fined and not the business owner.
ELC	I would make it clearly illegal to sub contract from electrical contractors without a contractors license.
ELC	Make the rules/ regulations easier to understand. they are confusing.
ELC	Make the rules understandable
ELC	Less law and more electrical workplace safety requirements.
ELC	I believe the state license number should be preceded by (no suggestions) rather than t i.e.. txecl rather than tic
ELC	Electrician grandfathering from several years ago was handled poorly. first of all, I was dropped from the e-mail list and was unaware of the deadline. then during the second application period, my application was never, to my knowledge, looked into. I made several lengthy phone calls and was told it would be looked into and I would be informed of progress, but I never was. several people in the area I work in were granted licenses, most of them were either partially trained by me , or they called me regularly for info. I work in the agriculture area, so I am exempt, but I deserve a license as much as or more than several people in this area that you did approve.
ELC	I would like to see the TDLR, and all localities, to initiate a "practical" portion of the licensing exam. there are far too many licensed electricians in Texas, and all over the country who know the code book well, but do not possess the skills that should be associated with "licensed in the trade" status.

## Change 1 Thing

ELC	Increase recovery fund coverage, to be more in line with bonding requirements of government agencies and providing for this to meet any such bonding requirements, which may be required of an auctioneer.
ELC	When you lose your TDLR badge, you should be able to pay for a replacement online rather than mail it or drive to Austin in person. without our badge, we can't work. some municipalities do not except the print out on the website as your badge. we must show a receipt that we have ordered a new one (which we can only get if we drive to Austin in person), along with the print out in order to continue working. it is a huge inconvenience when it could simply be something online.
ELC	A database or computerized system that maintains hours you have worked in a specific trade or industry. maybe by company. this info possibly could be verified and/or entered by licensed contractors that employ such individuals.
ELC	Fee
ELC	The signage requirements for vehicles.
ELE	The apprentice to journeyman ratio. it needs to be less amount of apprentices to journeyman.
ELE	Consistent inspections by the authority having jurisdiction, and/or appellate process for discrepancies
ELE	A tighter rein on non-licensed electricians and non-licensed electrical contractors, who compete with me for business. I maintain all my licenses.
ELE	As a city electrical inspector I constantly here complaints about the unlicensed activity in the county. if the website or a 800 phone number was available for a tip line and someone from your dept checked up on these tips .the feeling I get from the electricians is they are being asked to supply and document these offenders and they are trying to make a living . basically they need a easy system to report violators.
ELE	There is currently no licensing for solar electric installers. this is a great oversight and forces specialized people to pay an electricians tax for work that most electricians are not qualified for. there is a license for appliance installers, sign, installers, etc. but nothing for solar installers. this needs to be addressed. thanks
ELE	TDLR has way overstepped the mission of public safety. do you truly serve us or prey upon us? return to a more narrowly defined scope. we don't need, or want, much of what you do.
ELE	Each equipment installed should have the licensees number placed on the equipment so anyone could see who installed is.
ELE	Assign annual dates for the inspection of elevators and related equipment regardless of inspection date
ELE	Have somebody answer my e-mails. I am a license electrical contractor and I never get a response to my e-mail. forget about calling its even worse.
ELE	Improvement could be had in time it requires to post electronic filing of certificates and other correspondence regarding equipment inspections on your web site.
ELE	All electricians working in manufacturing plants should be licensed.
ELE	No grandfathered journeyman licenses, especially without ever have taken a test.
ELE	I have been approved to take y journeyman electrician license. that was about 10 months ago. problem 1.i cannot collect unemployment . 2. the trip to Houston is costly! 2. if I can't make the trip I loose \$40.00 I cannot afford I can't afford to repay extend the time to take the test.. I live in newton, tx

## Change 1 Thing

ELE	Repair your relationship with north Dakota, they think that all electrician licenses are worthless, because of the initial grandfathering. even if you have tested for the journeyman, and have four years experience they will not except it.
ELE	Get a reciprocating master license with ok.
ELE	Grounding & bonding should be emphasized in the continuing end requirements, as this is a source of confusion for most electricians. this results in safety concerns for electricians performing maintenance on existing systems, as well as the added costs of reworking non-compliant installations.
ELEC	Requiring the display of company information, tic #, etc. we have had numerous break-ins to our vehicles since we were required to place these items on our trucks. it is an open invitation to those looking for wire and tools. I believe in keeping our trade professional, but it has cost me more in theft. I think the negative impact outweighs the positive.
ELEC	I don't understand the need for 2 licenses. a masters license and a contractors license. I would like to see one license. if you're a master, you're a contractor.
ELEC	Every city should require a master electrician to have liability and workman's comp insurances in place to be able to pull permits and work as an electrical contractor in that city.
ELEC	Easier way to read the code book. cut out some of the exception on the code
ELEC	1. journeyman to app. ratio 2. need more field rep.
ELEC	I would like to see inspectors required to hold a juryman's (minimum) license in order to inspect work
ELEC	Control of unlawful electrical work being done by non electricians. as in companies not applying for work permits or using licensed electricians.
ELEC	Making continuing education for the changes in the rules for the residential appliance installer and not have to take the test again in 2 years.
ELEC	I would change the continuous education that's done every year to match the code book changes that happens every three years. most electrician like myself read the book often to keep the rules in mind when performing electrical work.
ELEC	Stop making it so easy for electrical examinations for people who don't know electrical industry
ELEC	Create ratios master to journeyman and journeyman to apprentice on each job site
ELEC	The rule that a registered contractor may sub to a licensee should be clarified that you must be a registered contractor in order to be a sub. also that there must be a journeyman present and supervising all apprentices on a jobsite.
LCI	That it shall be required for any court proceeding to use a licensed court interpreter only.
LCI	How about inspectors outside municipalities with inspectors. (county and small towns without direct TDLR influence)?
LCI	Allow sale and consumption of food and beverages.
LCI	Make absolutely sure that the vs. violations are appropriately fined, not just fined for no reason.
LCI	Get the word out to the lawyers and judges about lic rules. I have to educate them myself and the vast majority of them have no idea we are even licensed. they are violating the rule and claim ignorance.
LCI	Drop the practical test.

## Change 1 Thing

LCI	The court interpreter test should be administered in 3 different categories....etc....beginner, intermediate and advanced. this will allow more qualified candidates to pass the test and improve skills with continuing education. there is a great demand and not enough candidates are passing. also, the test should be amended.....Spanish is a very diverse language and so many different dialects are used therefore disqualifying some candidates. much consideration should be put into this thought.
LCI	I would think that education would be of utmost importance to TDLR. shortening the amount of time a person has to be in school to obtain a license or implementing an apprenticeship program to replace part of any education process would be a huge mistake. hands on education in a learning environment is key to the success of any future licensee, especially a cosmetologist.
LCI	Certified court interpreter qualification process
Licensee	None
Licensee	I think the TDLR has done an excellent job in the initial layout, implementation and post implementation of the program. the group has also done very well in cost control, evident due to the early cost reduction in license fees. it is refreshing to see a well implemented, efficient and cost conscience government controlled unit. as a tax payer I can say we appreciate your efforts at both cost control and public safety by providing a quality controlled and ethical trade. don't think I am a fan of excessive government control either federally or state by this statement because that could not be further from the truth! I feel there is a great need for consumer protection through all trades being licensed and regulated to assure knowledge, ethical operation and proper training is being maintained by the craft. this extends to all contractors and general contractors to ensure home and all other construction is done correctly. once the plumbers were licensed it should have been a progressive process through all trades and contractors. I think it would due well for other state agencies to take note of your success in implementation and operation and incorporate as much as possible throughout
Licensee	I'm a trek professional inspector. I wish the TDLR controlled our profession!!!!
LICENSEE	Having to renew so often.
Licensee	The same rules and regulations should apply to TDLR employees. there should be an over site committee to insure that when employees are found breaking the rules they would at least face the minimum penalties. the so called "good old boys philosophy" needs to change. also, all construction trades need to be regulated by one state entity like the plumbers
Licensee	Everyone should be held accountable for the rules as they apply to us
Licensee	License swimming pool builders.
Licensee	Have Asia people to go to TDLR classes.
Licensee	The laws of physics are either being ignored or misused. those acting in an advisory function to license holders "must" take an unbiased opinion regarding complaints against license holder, and must have a thoroughly understanding of the laws of physics. I've not seen that happen!
Licensee	Retirement package n/a
Licensee	Na
Licensee	Make sure the law or rule is a good one before adding it.
Licensee	TDLR board members change the rule or law everyday you turn around, you make the change live it alone, and also for TDLR to quit spending wrecker service money
Licensee	N/a

## Change 1 Thing

Licensee	I have 3 rules I would like to see adopted that would enhance the safety of the water supply for the state. I will give details to TDLR staff. I am on the TBWA board.
LICENSEE	To be able to pay for license with a check or credit card, to have more inspectors to enforce booth rental license and to find a nearby location for renewals.
LSC	I am happy with these aspects of TDLR, I do not recommend any changes at this time.
LSC	TDLR is one of the few state agencies that seems to work smoothly and fairly and without a ton of red tape to fight thru for an answer.
LSC	Stop the sale of ac units to unlicensed people
LSC	I believe the law or rule needs to be strengthened to not allow unlicensed companies to bid HVACs projects and then sub them to an unlicensed contractor. I recently bid a project that was awarded to an unlicensed contractor who states he will comply with the law by subbing it to licensed contractor.
LSC	Re-write the combative sports code. the current code is outdated and has been modified repeatedly as to have lost the original context in many provisions.
LSC	To reinstate the title esthetician on the license instead of the current Facialist. and that cosmetologists cannot perform facials or any related services as skin care is a delicate service.
LSC	Make it mandatory that any tow company when selling a vehicle have something in writing from the law enforcement agency they reported it to.
LSC	There are a lot of legislative issues, not TDLR issues that I don't like. the Houston area should be separated from the rest of the state. those companies down there have ruined it for the rest of us!
LSC	Having to take continuing education courses to renew your license. if an employee does not know all the processes the owner should take charge or the inspector will fine the operator and/or the salon.
LSC	More TDLR employees
LSC	I wish that licensing for -profit legal contractors weren't necessary. in general, I believe that the free market would be better served with far fewer licensing requirements in all fields & professions. regardless, I am very favorably impressed with TDLR; it appears to be a well-run agency.
LSC	Requiring them to be taught every three or fours years in stead of every year not really effective
LSC	No continuing education for license renewal as it is useless
LSC	Stopping the continuous education program
LSC	Continuing ed. courses. they serve no significant value at all.
LSC	Continual end every year? how about every 2 year
LSC	Have an option to renew the for profit legal service license for more than 1 year At a time. maybe have a 2, 3, 4, & 5 year option as well as the one year.
LSC	Change the years of renewing the license.. to 5 years...
LSC	Require the sale of pre-paid legal and professional employer organizations to be regulated by the Texas department of insurance
LSC	CEU
LSC	The CEU. law I disagree with this law, I think u should have a choice in the matter.
LSC	TDLR would take over the inspections and responsibilities of track (Texas residential construction commission)

## Change 1 Thing

LSC	Not require a license for -profit legal services
LSC	Need computer log on program for professionals using their lic. and after some training. I am tired of calling TDLR's and getting transferred so many times it is just so frustrating. receivers will transfer you for everything, wrong city, other worker, not this program. general computer program that provides referral services which can be selected and confirmation would make contacting TDLR's so much easier.
LSC	Provision of summary statements related to acts, etc.
LSC	The licensing of "for-profit legal salespersons"
LSC	Take TDLR out, it is a joke.
LSC	Mortgage license. I went thought the entire process of getting my state mortgage license and worked for 5 years in the business and found out that when an employer converted to bank lending from brokering they did not put my license inactive and I was told I did not have to renew it but I would not loose it as long as I kept us with continuing education. I did that but lost my license and now have to retake the exam. I would change that !! and allow us to take a refresher course only and that would renew the license.
LSC	More visibility at the public school level to advocate for CEU educators in trade and industrial programs.
LSC	That estheticians, especially unlicensed individuals should not use lasers, except in a physicians offices not spas and even then, I believe an additional lon or run w/ esthetics, only. I hold an esthetics license.
LSC	The similarity of the degree of inspections at a spa/nail salons and salons that do not provide nail services of any kind
LSC	I would like more TDLR reps available state wide
LSC	Enforce existing regulations. Houston has no state inspectors. why?
LSC	Check backgrounds of legal sales or servicing companies.
LSC	Continuing education for auctioneers should be discontinued or revamped. it is a joke!
LSC	Have more testing sites also have educational tutorials for students that will be testing
LSC	The outrageous fines that are given out, sometimes the fine does not fit the crime
LSC	The amount of the fines that TDLR issues is absolutely outrageous!! this definitely should be the main thing that should be changed.
LSC	All license including first time process should be done on line like the state of van. not just renewals
LSC	Add online initial application for the legal services contract sales rep license.
LSC	Have license renewals emailed to us once they are processed and renewed
LSC	License requirement for the state of Texas for profit legal services rep license having to be sent in by paper application alone the first time being modified to where you could also apply online for faster, easier, smooth transitions for all parties involved.
LSC	Online application for initial license for profit legal services.
LSC	For those of us who pay by check, either send the form with the renewal notice or let us print it out form on-line.
Other	Make the license period longer, i.e. give us the option to have a 2 year license. I would be willing to pay more and this could reduce the work load and keep the revenue you need.

## Change 1 Thing

Other	Instead of renewing yearly those people who have been in their respected trade 5 or more years should be able to get a license in their field that is good for 2 or more years or put it on the drivers license that persons respected field so we don't have to carry more cards to show were qualified & registered for our type of work
Other	It would be separate from other divisions
Other	Stricter limits on licensee requirements in country of origin
Other	Do not require a county license, fees or other when holding a state license
Other	License renewal every 2 years
Other	N/a
Other	N/a
Other	Nothing n/a
Other	N/a
Other	Punishment for not registering or having a license.
Other	More time for insurance companies to notify renewal of policy before license on hold.
PTC	Change the requirement of license to registration only for pre-paid legal services
PTC	For retail stores to sale only to people who own a license. a lot of people don't own one & can buy from sally's, henrys, princess among other. retail should be regulated.
PTC	Lower tax for dabs that are trying to get started in their first 5 years of business. and provide grants to allow the DBAS a positive start and potential of growth to hire a staff helping the unemployment in the area.
PTC	Spell my last name correctly which still has not been fixed
PTC	Eliminate local registration fees. permit fees are ok.
PTC	I strongly disagree with the TDLR decision to give any applicants the right to any license without a test. if they are in an area where the test was unavailable, then give them the chance to take the test like the rest of us who earned the license, don't just give them the license for nothing! I am very disappointed at the wisdom behind this choice.
PTC	I think that all properties should be taxed at market value but this is not actually what happens. there are too many properties that are far below market value, many which belongs to people in high places.
PTC	Excessive number of credits required for senior pac. much more credit must be given for executive level work experience.
PTC	More coordination between TDLR and trek. especially in the area of education. there are very few online providers and none are acceptable to trek.
PTC	Rash's continuing education courses should be allowed to be carried from one year to the next. file push's electronically
PTC	Go after non-licensed contractors. it seems the TDLR only investigates licensed contractors, when in my town there are three large unlicensed air conditioning companies, and they have been reported to the TDLR and yet nothing has happened.
PTC	A useful service would be to be able to provide license renewal information and/or updates via an online registration, versus the current paper forms (which become tedious to complete with the same information on an annual basis).
PTC	I find it very hard to keep up with all the laws and rules when every year they are changed and when the change takes place we are back charged for any violations.

## Change 1 Thing

PTC	Contractor licensing fees - TDLR charges, local entities charge - one should be eliminated
PTP	In regard to attaining the rap designation: I would like to see more classes required and less experience required in order to facilitate gaining the rap designation faster with more knowledge.
PTP	To better utilize a better and more efficient system I would recommend that a more comprehensive course of study on laws regarding the auction profession given during the auction seminars. this would help provide auctioneers with more knowledge of the laws governing the auction business and also less problems in their course of business.
PTP	That barbering & cosmetologist be combined, cosmetologist does everything already except shaving. it should be add to the Cosmo. licenses...do away with labeling what are we in kinder garden? adults like to be treated as such.
PTP	Change back to 3 year license renewal period.
PTP	Increase time between license renewal time maybe every two or three years
PTP	Extend the years between license renewal to every 4 and just double the renewal fee.
PTP	I do not think it is fair to regulate property tax professionals under the same organization as barbers, tow truck drivers, talent agencies. with no disrespect to those professions, aren't we supposed to be "professionals"?
PTP	I believe chief appraisers and appraisers in an appraisal district should be educated and certified to do appraisals before being hired. it is crazy to allow them to appraise for 5 yrs before being licensed.
PTP	Set uniform procedures for contractors to follow with respect to cracked heat exchangers. the language in the code only gives the "code official" authority to act in conjunction with the utility provider. the contractor has no solid ground to stand on.
PTP	Definitive rulings by TDLR in a timely manner. last submission took 9 months with a non-conclusive ("you're on your own") response to existing conditions
PTP	Builders, and people without an electrical contractor license are doing electrical work freely and clearly breaking the state law. there is no enforcement unless someone has knowledge of this event. I propose a financing and insurance permit so the state can inspect and investigate the work before it can be occupied for safety. this will protect the home owner and may help with insurance rates. please call me @ 409-225-3370 Eddie
PTP	Local law enforcement help for non-licensed persons caught during installation making it a criminal offense - no less than practicing medicine without a license.
PTP	For the system to feel like the tax professionals are not cheating the system or taking money under the table. I have felt that we are the bad guys some how and that really is not the way business should be conducted. "seek first to understand and then to be understood!"
PTP	Property tax professionals are very frustrated when trying to be recertified after 5 years. when we call in no one seems to know what is going on. we get different answers every time we call.
PTP	Inspectors should always carry ladders
PTP	All of the TDLR inspectors need to be on the same page with what they are inspecting, looking for the same issues, and need to better communicate an issue before stating a finding. students on either loa or mia for 30 days should not be considered a violation of the 10 day shears drop rule. (i.e. Dallas)

## Change 1 Thing

PTP	A new way to deal with those who are not operating a business and those who keep their license up.
PTP	Cosmetology schools should be based on semesters not hours on the floor and cosmetologists should be able to specialize in hair color, or hair cutting and not to have to learn the other unless they want to take continuing education.
PTP	I would not allow on-line CEU classes. I hear of too many electricians that are having non electrician (wife's/secretaries/paying someone) doing their CEU for them on-line.
PTP	Add more people to give out fines for failing to obey the TDLR rules. there are so many violations I see everyday and nothing is done about it.
PTP	I think that nail techs should be inspected more often. the nail shops become lax in sanitation practices after an inspection, too many of the nail techs do not follow the sanitation rules that prevent diseases.
PTP	Was somewhat disturbed that a strategic planning meeting was held and 1) I was dropped off email notification (along with the chief appraiser/Bexar) and 2) the two groups tax consultants and tax professionals have nothing in common, so why?
PTP	Change the size of the actual paper license that TDLR issues to property tax professional registrants from the small 5" x 7" to full 8 1/2" x 11 ".
PTP	When ever TDLR changes something it cost me and my company money. for example every time there is a change I print new invoices and they cost about 400.00 each time also when a sign needs to be changed it costs money to reprint..
Public	None
Public	The TDLR system seems as smooth and efficient as reasonably possible.
Public	I am satisfied at this time
Public	I am satisfied with everything right now.
Public	None
Public	CEU for no public contracting to every 2 years
Public	The rule about a licensee losing his license when expired.
Public	Quit trying to control every little thing like Russia. this is America. n/a
Public	N/a
Public	Don't know n/a
Public	None n/a
Public	Na
Public	Make more questions for the "legal" in Houston and Dallas. we had a solution for the
Public	Continuing education
Public	No n/a
Public	N/a
Public	Rule at TDLR
Public	More ta on disability issues.
Public	For the service would be quarterly even though I know there are not enough staff to go to many shops.
SLS	Don't screw with something that works.
SLS	Lack of consistency
SLS	Lack of consistency
SLS	Extend period for annual audited financial statements from 9 months to 12 months.
SLS	Extend period for annual audited financial statements from 9 months to 12 months.

## Change 1 Thing

SLS	Streamlining of the renewal process for staff leasing companies.
SLS	Streamlining of the renewal process for staff leasing companies.
SLS	I would change the cost of carrying a license through TDLR. it's too expensive for the service you guys provide.
SLS	I would change the cost of carrying a license through TDLR. it's too expensive for the service you guys provide.
TAL	That modeling managers have to be licensed. many photographers do the same thing but don't have to be certified. however, if an experienced person wants to help models but don't do photography they have to pay and be licensed.
TAL	Have managers, casting directors and coaches be required to have a license to operate. working with kids of all ages should require a license and in the TV/film industry kids they are everywhere.
TAL	High school cosmetology field trip hours
TAL	1) turnaround time to investigate complaints is too long. also, licensees are not given adequate time to respond to TDLR's inquiries. 2) because TDLR is a consumer protection agency, it often holds an adversarial position toward licensees. 3) I have continually registered for, and have continually received confirmations, that I am registered for all TDLR email notices, yet I was not notified via email about the recent strategic planning session for my industry. I have not received other notices, as well. 4) much stricter requirements to receive a talent agency license must be put in place, as many licensees do not work within the sphere of legitimate casting directors and other reputable clients. 5) need a more clear cut method of distinguishing legitimate talent agencies from "scammers." it is not necessarily the activities that define a "scam," but the individuals and their methods, manners, and lack of longevity. 6) TDLR needs to be more knowledgeable about the complexities of the talent industry for proper enforcement.
TAL	Instead of just renewal applications online, allow for new online applications - which would speed process time for the licensee. when a license is not issued due to paperwork or other problems, have a secure site where the person waiting for the license could check to see why it had not been processed.
TAL	Go back to every other year registering and continuing end
TAL	I know lots of people would like to require a test of some sort before allowing a person to become an agent but who would create the questions and what kind of on-going education would then be required? this concerns me as an agent who's been in business for over 30 years. I don't want to have to take tests & pay additional money to prove my worth. and who has a definitive answer on what an agent does or should be able to do? what if I know everything about voice-over but nothing about modeling - am I now disqualified if I only want to be a vo agent?
TOW	If I were asked this question 4 years ago I could have had a long list, but I feel like things are very doable at this point. the renewal fees are fair, the education hours are fair, and it is easy to renew online.
TOW	I think every is working fine.
TOW	To me they seem ok
TOW	Why have the 3 different towing categories? can ct really do consent towing?
TOW	A "preference" wreck needs to remain a preference/consent tow even if a police officer is on the scene. changing it to a non-consent tow is a violation of the rights of the vehicle owner and the tow truck operator.

## Change 1 Thing

TOW	Eliminate the need for CEU. especially when you have been licenses for 34 years!
TOW	Renew you license every three year.
TOW	Grandfather the owner/operators in TDLR without the further education if they have more than 20 years experience in the towing & recovery business. it only takes twelve years of education to receive a high school diploma. practical experience is far more important than a certificate of completion received from sitting in a classroom.
TOW	To many to list, small towns don't have the volume of calls to create enough income to do all the require mandates, train and get certified employees. as gov. Perry stated on TV about Obama mandates we will leave the union, now (no suggestions) is doing the same to wrecker cos. iv been in the bus. since 1970, how can I survive this is all I no, all we get is more rules an regulations, god help us, were not free , socialist.
TOW	A consent tow license driver should not have to have a l'm license to drive a l'm truck to a consent tow
TOW	Eliminate the TDLR license for tow truck drivers. elimination of the TDLR completely. the TDLR is a scam, to raise funds to keep its employees working. it has nothing to do with the towing industry at all. its merely a cash grab, from people that know more about the business than they do. the CEU classes are a joke. the instructors don't know the first thing about towing. most have never even sat in a tow truck. your all a bunch of crooks, stealing cash from working folk.
TOW	I think the advisory board mix should be modified to include at least two insurance representatives. the insurance industry represents the citizens of Texas on many issues effected by the actions of the towing and storage industry. the TDLR does a great job in enforcing the rules governing the towing and storage industry.
TOW	Force towing to set basic towing fees to stop towers and motor clubs from biding pricing so low that towers under bid each other to death and then they have to cut insurance/training/proper equipment up keep etc.
TOW	Have a website for all vehicles towed without owners knowledge including all police impounds in Texas for people find or contact company or police agency where vehicle is being stored and may require privacy to protect owners. it would need to be updated within 2 hours and may help control private property towing from abuses.
TOW	Not for hire wreckers should not be lumped in with commercial towers
TOW	I would impose stiff fines on individuals that file false claims against tow companies.
TOW	N/a
TOW	No changes for us.
TOW	Nothing at the moment
TOW	Don't know
TOW	I do not have idea!
TOW	TDLR needs to educate their employees so that everyone is offering the same information and on the same page. if you talk to 3 people you get 3 different answers. I would like to commend Nancy foster she is a great asset to TDLR and needs to be the trainer for the other staff when it comes to approving CEU classes for providers. without Nancy there to help us through the process we would have never gotten it done to the detriment of many a license holder in the state of Texas.

## Change 1 Thing

TOW	Would like to see you employees know what they are talking about when you send some one out to inspect a towing company they should have some towing back ground no be just a book worm that doesn't know what they are looking at.
TOW	The number of inspectors seems to be to small. I see the violations on line, I'm sure that probably due to the amount of red tape the fines seem to be small to justify adding more inspectors. something in our area that could help, an inspector that is assigned to a particular town, city, zip code, etc.. that the companies would be assigned to, just a thought.
TOW	Inspectors that speak English, and have actually ran a tow truck
TOW	It would have to be the monitoring of sub standard companies (mostly of foreign and/or minority interest) that at face value, do not represent our industry or it's changing interest professionally. competition is welcome, ignorance is unwelcomed. just take a moment to inspect their equipment, none are road worthy by dot standards, and are a detriment to public safety.
TOW	I feel the field investigator should help the towing and storage facility with law changes, to make sure that everyone is in understanding of the changes.
TOW	Act on complaints faster.....sweep rural counties such as Montgomery for unlicensed activity not just city limits
TOW	Investigators have too much authority in some cases and not enough in others. answers about how to set procedures are vague. there is too much "attack" and not enough "let me help you". they don't seem to care. it feels like TDLR is only in existence to make the state money. the board is packed with people who don't know a thing about actual towing procedures and what is reasonable.
TOW	Make laws clear because investigator cleared me during an inspection in June and then I was fined for a ticket written in may. the TDLR is a money hungry group that is not there for the people but for the revenue.
TOW	Unlicensed contractor enforcement should be strengthened. I think TDLR does a fair job given the limited resources but the playing field isn't level and consumers need to be protected.
TOW	Giving examples of how a form TDLR wants changed. then we all use the same form to TDLR stander, than plenty us that are trying to figure it out.
TOW	The way investigations are done and TDLR helping with licensees that are in rural areas that doesn't have any local support.
TOW	Response to report of vehicles without license and contact information. should be an automatic mailing to the contractor requiring current pictures of all vehicles properly decaled and licensed and if not then a personal visit with fining.
TOW	Crack down on the real thuds over charging, and scams and such and the ones running with no insurance, lic, permits reg etc. the little guys just trying to get by and trying to do the right thing cant afford the stiff fines for minor offences, where warnings could be given. the pp rules are so complicated, I'm scared to do them any more. need more education on the rules instead of the stuff we already know and common since most all of us already know from there own training
TOW	I think that all TDLR inspectors should go thru the same training required as wrecker drivers
TOW	Staff actually be knowledgeable in answering questions correctly. too many incorrect answers are given for the towing/storage industry
TOW	I only wish I could renew my license online, because I live and work in the up. but otherwise everything else is great.

## Change 1 Thing

TOW	Have nicer people answering the phone who act as if they care about your issue rather than having people who sound ghetto, rude, disinterested and hate their job.
TOW	Hire better workers that have more customer service skills. your personnel are too comfortable in their jobs - give them productivity numbers to meet for each day.
TOW	TDLR book should be in Spanish as well
TOW	TDLR should not take payment for renewal without notification of hours posted, it was a hassle for me, my CEU was not posted yet but you took my money, making me think you had them, then got a letter saying you had not. very confusing!
TOW	Make different courses available. having to listen to someone read the rules and regulations to me is not beneficial.
TOW	Continuing education
TOW	Need more info for heavy duty drivers. classes don't pertain to anything having to do with heavy training
TOW	Have the continuing course cover what my license cover(i.e. consent tows) and the truck I drive instead of heavy duty trucks and rules and laws concerning heavy duty. so far only 3 questions on the test concerns my weight limit truck and license.
TOW	The first year test and the second year test gave different answers to the same question. the rules for towing and storage facilities contradict each other the whole way through and are so confusing that you need a lawyer to explain it.
TOW	I would like to better understand the process by which you decide which violators will be targeted and how punishments apply for different infractions.
TOW	Fines are too high!!
TOW	The fines. I don't think its fair to given a fine for 1st time violation. some of us towing co are trying to be legal but had a mistake and given a large fine. unfair !!!
TOW	I would like to have more advisory meetings for my profession.
TOW	I would make it easier for a licensee to access and / or update personal information
TOW	Allow people to apply for their first license online, pay online, and be able to print a "temporary license" until their official one comes in. kind of like a driver's permit that people have until their card comes in. all the paper mail things are old school, and this is an online generation.
TOW	Make it easier to find renewal for state license on line. very difficult.
TOW	When verifying my c/e credits it is hard to understand=t and what is valid and what has already been credited for past renewals. I think as you renew you license that they should be moved to an archive file so you can tell what you still need to fulfill the TDLR requirements.
TOW	Less complicated website
TOW	Get some inspectors and rule makers that have some towing experience .
TOW	All continuing education classes should be at least 8 hrs a year. I'm, pp, ct. every year!
TOW	Offer small business ombudsman to help smaller towing companies comply with all the new regulations.
TOW	There would be consistency between local regulation and state regulation. there are too many conflicting rules. ex.- you cant collect money with out a signature and you cant get a signature on a police scene leaving the only legal option to impound all cars.

## Change 1 Thing

TOW	The rule of using insurance card as proof of ownership. it should be eliminated until the state of Texas request from insurance companies that they sell to the rightful owner, not just anybody. we have people who come in and have never titled the vehicle under their name. but have insurance on the vehicle under their name. and when they see this rule they feel we should give it to them, even though its not titled in their name.
TOW	Smaller fees
TOW	The cost of fees that TDLR charges for tow licenses, vs. license, tow company licenses, vs. storage lot licenses etc.
TOW	Price of renewal fee. of the TDLR # is way over priced. why?
TOW	Discontinue continuing ed.
TOW	The training fees and license are 2 hi they need 2 be more affordable cost of living is already expensive we are very slow its not easy to load a car now days
TOW	We should only need continuing education and license renewal every other year (like real estate license). legislature only makes changes every other year.
TOW	To much continuing education
TOW	It would be a huge help to have our courses last at least 18 months or 24. 12 month is too quick for us by the time the course is approved to scheduling in store classes and then I have to resubmit for another approval and another course number.
TOW	Having to put my own cones, when the dips can put and direct the traffic.
TOW	The "conversion" law that doesn't allow us t o do what a customer asks us to and allow us to charge for that service. it is also an inconvenience to the customer that we have to take the vehicle to our lot first if charges need to be more than what is allowed on a non consent tow. for instance, the customer asks that the vehicle and the customer be taken to a certain place that is farther than we can accommodate with the basic non consent tow charge. since it has to go to the lot if we can't tow for basic non consent price, customer is mad because we can't take him where he has asked and also it costs more to go through storage and pay the additional towing for the consent part.
TOW	Too charge for clean-up and extra help getting car out of woods or ditch.
TOW	Requiring 2 tow tickets at the storage facility when the tow company and storage facility are one in the same
TOW	We here at the company I work for feel like there is not enough training for the office personal to keep up with the ever changing rules . I / we have no problem with changing to TDLR but I /we think that the fees are excessive for the low economy at this time
TOW	I would retract the rule about placing TDLR contact info on my invoices, bid proposals and correspondences. conducting business is expensive enough.
TOW	The proposed rule about fixing/standardizing the private property towing fees. there are just too many variables. my towing business is located in a rural area...Hugh number of variables.
TOW	I would change the written regulations to do with the towing companies. it provides rules, but no way to enforce them on the towing companies end. i.e.: we are now told to charge for signage, permits, painting to multi-family management companies, towing companies that undermined these regulations are not being penalized and there is no way force the mgmt companies to pay their invoices. so towing companies trying to stand by the regulations are loosing their private property contracts and money.

## Change 1 Thing

TOW	The fact that you have to notify law enforcement of vehicles stored in your vs. when they are the ones that called you in the first place. displaying your license , it gets in the way a lot , even dangerous at times.
TOW	Allow vs. to charge customers \$25 to access vs. after 5 p.m.
TOW	Rule 94.100 code of ethics. every industry needs guidelines for ethical issues. however, TDLR has written and interpreted this rule beyond the scope of practical application.
TOW	The fee to license the tow trucks are too high. we went from paying \$100 and \$25 per truck to \$300 and \$75 per truck. that is 3 times the fee.
WWD	Inspectors should be licensed in the industry that they inspect. there should be one inspector per 1000 licensees. inspectors should be trained thoroughly on all regulations for each type of license that they are inspecting.
WWD	I would make some change to the appliance license if you have a journeyman's or a master license you should not be required to have it.
WWD	N/a
WWD	I believe the testing process is horrible. the test was easy for a "bookworm" but terrible for someone who works on pumps for a living. the test should pertain to our business such as: laws, protection of groundwater, actual situations that are unique to that type of business. there should be a study guide or training guideline for new people wanting to enter the groundwater industry.
WWD	Increased investigation and enforcement action against unlicensed water well drillers and pump installers.
WWD	License renewal dates - make them at the end of the month - easier (and cheaper) to keep up with.
WWD	Record of my license they cant seem to find them I had a license but where lost in the storm ice they tell me I'm not on record in your office please help
WWD	Online rules, regulations & information need to be better organized. information for commercial well applications need to be separate from domestic information.
WWD	The company should be able to register appr. pump or well drillers to take their exam. you should be able to take all the pump installers test the same day, and the drillers test all in the same day.
WWD	Require centering guide on all plastic cased wells. casing failure during repair or remediation fault of original installer of casing. casing diameter should be larger than pump going in it by several inches, not fractions of.
WWD	Oil & gas co's need to be more accountable for contamination of the water tables. and I wouldn't allow 4" id casing.
WWD	Find a way for these water districts to issue a permit within a few hours, not having to wait days. in this day and age with the economy like it is. having to wait on a permit is costing companies money.
?	No continuing education
?	I do not see the need for continuing educations courses. if laws or rules change, licensees should be appropriately notified by whatever means necessary.
?	...license renewal ever two years...
?	Increase CEU requirements
?	To require any person accepting consignments for sale from the public to be a license holder. this is a serious consumer protection issue that needs to be addressed very soon.
?	I would allow a comprehensive tiered licensing program for the swimming pool industry

## Change 1 Thing

?	Reciprocating with other states...
?	Drop the requirement to have a license for each location. these lessens my control over my company.
?	Apprentice programs
?	94.100(2) of title 16 Texas administrative code, change wording back to the wording from bate.
?	Sunset the TDLR, do away with it. it is adding to unemployment rolls in Texas and crimping entrepreneurial spirit. n/a
?	Finger print all persons licensed in order to prevent fraud.
?	I would change the continuing and education and the license renew to a 3 year span instead of every year.
?	*the refund policy calculated by scheduled hours. *choice for schools to use credits or clock hours. *change the rule for licensees renewal from one yr to 2 or 3 yrs.
?	Inspection in all city's and county's
?	Add a license category for skilled laborer that is not in an apprenticeship program. call it helper or some appropriate term. they would be licensed to do limited tasks defined by law. install under ground conduit, pour duct bank, carry and place materials. prohibited from terminating conductors or working around energized gear etc. this would be difficult to define but is needed. this labor class currently is utilized and has been for decades now referred to as career apprentice. semi-unskilled not classroom educated through an apprenticeship program. this labor class is very important to control
?	Add plumbing to the TDLR
?	Change the law so that the education system could be restructured to include an apprenticeship program in addition to the 1500 hours.
?	Do away with clock hours
?	That the state would grant local authorities with jurisdiction the authority to enforce TDLR requirements.
?	Open-ended response n/a
?	None
?	Unknown n/a
?	Go paperless
?	The continuing education classes need to be things I don't already know. I had to study things that do not apply to my life. total waste of my time and money!!!
?	More enforcement of laws
?	Make the testing for a new license more localized.
?	Make the website more user friendly
?	The provision for providing TDLR law to every attendee at every CEU classroom setting. as a CEU provider, the time with the attendee is limited. TDLR law is redundant at best. provide info to changes to the law and get to the real issue, education for the attendee.
?	The way continuing education course are set

## Change 1 Thing

?	TDLR recently changed the rules for approved CEU courses and renewal process, I do not understand why this change was necessary. this only makes the process more time consuming for both the provider and TDLR! you have the ability to monitor any and all course for content and in many cases the content on the financial management and business operations course would not change much from year to year. a pal statement or a balance sheet and all of the financial information in them does not really change nor does the basic organizational structure of a contracting business! I understand that tech advances happen quite frequently so there is a need in that realm!
?	Service over the phone. unknowledgeable individuals answering phones. trying to get through on the phone to start with. inability to be transferred to person you really need to speak with.
?	I would have friendlier and educated people on the phones who are capable of answering any question you may have. especially the questions on the laws
?	All complaints should go through the program areas for investigation, instead of being filed on line and it taking months before anyone hears anything.
?	It would be cool if there was a link where we could look at violations. for example, if an electrician loses his license, then after entering his name, we could see the exact reason for his license revocation. thanks.
?	Update of renewed licensees is delayed. I have receipts for renewal dated 2 months ago, but still show expired on the web site. information regarding cause of delays should be available.
?	Have inspectors check more jobs being done in the county areas. make sure more contractors are licensed and insured.
?	I wouldn't change a law, I would just enforce them more. people get away with too much. I have seen filthy salons and watched a lot of people not clean properly.
?	Submitting courses for approval.
?	The approval process for continuing education programs takes too long.
?	With all the technology we have in Austin & Texas--dump psi and do the exams and collection fees here in Texas--not Nevada or new jersey--surely, TDLR has the ability to do this
?	Employees of TDLR. should be nicer on the phone and not such a long wait to talk to someone. everyone I have ever talked to has either been hard to understand or been very rude.
?	Laws and rules are contradicting when asked on the phone. each phone call is received by a different rep...each rep has a different answer.
?	Choose education classes that interest me
?	Process, had a customer complaint in the past and TDLR was trying to find violations that they could fine me for. and never called me to verify them or get my side. just sent me a letter that I was being fined.
?	Make reporting violations short and sweet to contractors instead of all the legal guaranty and long forms. all we should have to send you is name, number (if available) and location along with description of violation and TDLR should be able to do the rest.
?	I put wrong information for my date on a insurance app. I had to get a copy of birth certificate, took 3/4weeks. I asked if we could use a copy of my passport. the answer was copy of birth cert. maybe we should add this to the rules as one of identification, after all it is proof of use citizenship.
?	Would like written by email or mail license renewal notifications.
?	Payment of all fees, license renewal, etc online via credit card

## Change 1 Thing

?	Go back to the more difficult testing
?	Your website is terrible - difficult to find the info; too many steps required to find info
?	The wait time on the phone is a painful waste of valuable time.
?	It would be most helpful if the employees at TDLR that answer the phone know at least how to navigate their own website and be able to answer questions about TDLR's own rules.
?	Change type of continuing education.
?	Change continuing education to more code clarification
?	Stiffer fines and start pulling license
?	To go after organized fraud claims and falsified insurance claims some organized consumers attempt plus companies that support this activity for profit because it takes money out of every ones operating expenses and the consumers that expect this activity waste company profits by attempting any and all things to commit fraud which takes lots of profits from honest companies and by enforcing fraud when found on both sides of the fence will increase profits and consumer trust in the business where this is enforced
?	Catch more people breaking existing laws
?	Find and punish unlicensed contractors more effectively.
?	More and better enforcement (more boots on the ground)
?	Send email reminders of license renewal via email about 60 days prior to final expiration of the grace period
?	Initial license registration online, not paper
?	Processing more quickly
?	Just list the changes instead having to look through the whole book of laws. we have a tendency to over look some of the changes.
?	Make the monetary punishment stiffer for those caught operating without the proper license. get those moonlighters!
?	The outrageous fees that we are paying to renew our certificates!
?	Have educational classes outside of Texas. for example, pa.
?	That you do not have to have a lease license
?	Have all technicians attend continuing education.
?	Doing away with the continuing education for the reason: it is an added expense that someone else profits from and in my opinion the it does not help with the changes in equipment and regulations or laws
?	Just do not like the idea of having these continuing-education classes - but guess most states have it
?	Drop the practical exam
?	Attitude of representatives!!; rates for applications/renewals are outrageous!!; we understand a fine is a fine and they are needed in order to enforce rules, but fines are ridiculously high as well (not that we've had to pay any);
?	Make license for 2 years instead of 1 year.
?	Continuing education courses that are available. either make them required every 2 years, or expand the courses that qualify. maybe business or marketing hours. if we have to take the courses, we might as well learn something.
?	I get a lot of continuing education training that is not recognized. the required service related training is elementary and boring. 4 hours of required legal and proof of a 4 hour outside course would work better for all of us.
?	That there were not so many rules within a rule. the laws and rules need to be clear ad concise, not a bunch of legal jargon that most do not understand.

## Change 1 Thing

?	I would either do away with the continuing education or require it every two years. I don't get a lot out of it and think most of it is unnecessary.
?	Renew up till two years with out loosing your lic, with extra charge bil
?	I would require more hours for continuing education

Next 5 Yrs

License Type	What three changes (i.e., increase in population, increase in licensees, decrease in disposable income, rise in construction, etc.) over the next five years will impact your industry? (limit of 250 characters)
AB	Failure of the federal government to update Adam accessibility guidelines has a negative impact on the TDLR and our ability to deal with current access issues
AB	The population will continue to grow & so will TDLR. there is a dire need for government employees at all levels to be taught common sense & courteous behavior. this may seam like a radical ideal for people who have little fear of being unemployed.
AB	Rise of construction, better income, more schooling for electrician
AB	The increase in population along with the increase in construction will help a lot. I think the increase in license enforcement in not only city but rural areas would help.
AB	Increase in population; more inspectors; set sanitation regulations on people who reuse implements on people in public areas(i.e.. malls-flat irons, hairpieces, make-up etc);recognition from workforce centers that cosmetologists are professionals
AB	Economy, slow/no construction, allowing plumbers to do electrical work.
AB	Passage of new federal accessibility guidelines
AB	Who knows? -in my industry it would all seem to be good!
AB	Population-
AB	Clients who relocate, clients with disposable income but still are conservative with spending due to hits on stock market, and lastly over the counter products and Avon continuing to do massive advertising which the professional industry does not do.
AB	Decrease in disposable income and lack of commercial financing.
AB	I believe the governments actions will have the largest impact on business in America. in Texas, most everything is affected by the oil & gas business in one way or another
AB	Environmental global warming bs stuff. the cost of fuel for my truck refrigerant cost
AB	Taxes; government regulation of private industry / business; out-of control growth of government and the destruction of the USA. dollar, resulting.
AB	1. increased construction costs - I estimate arc fault protection adds about \$3000 to a home, with questionable benefits. 2. deterioration of existing homes built during the last 30 years will dilute building dollar and confuse market.
AB	Government increasing in size and power probably will reduce my income ability since I am dependent on private business and construction growth. decrease in private business growth will reduce my workload and thus my income.
AB	Increase in per capita income.
AB	1. the ability to refinance projects at a reasonable rate. 2. the outsourcing of manufacturing jobs out side the USA. 3. government requirements for green architecture.
AB	Population
AB	Increase in licensees, decrease in disposable income, rise in construction
AB	Increase in licensees to foreigners decrease in disposable income lack of access to certain supplies

Next 5 Yrs

AB	My company finds that our revenue is based on construction activity. I feel that with a rebound in the economy, resulting in more architectural work, will equate to a current client project increase and probably less competition for the professional raps as I suspect that some raps have gotten into this line work just to survive in this economy. I do see an increase in population in Texas because of our state's favorable business environment, state income tax, great weather and people. more people, more construction, a good thing for the economy.
AB	Increase in population, increase in construction
AB	Construction loan availability, amount of new construction projects, & amount of remodels.
AB	That would be an increase of licensees given in our area, we are a small town and that can hurt our industry. however an increase in population and a rise in construction can greatly improve our industry.
AB	Decrease in disposable income, construction industry
AB	Rise in construction.
AB	Rise in construction a plus. increase in licensees a negative. "green" initiatives a plus.
AB	Disposable income, tax incentives(energy savings) and rise in construction would most impact our industry
AB	Potential decreases in tax revenue. increases in construction costs. rise in construction costs.
AB	Increase in licensees, increase in population, and rise in construction
AB	I believe that the decrease in disposable income, and that would impact the increase of licensees and I also believe that the rise of construction will not happen as fast because of the economy.
AB	Increase in population, stagnation of construction, rise in costs versus TDLR rates, lack of experience in construction projects.
AB	Rise in construction
AB	More opportunities for very small businesses to compete and be funded for projects that only medium and large business compete for now.
AB	Rise in design and construction (as it may take two more years for the economy to recover)
AB	Increase in population and new environmental laws and regulations.
AB	- increase population awareness on the industry and reporting status in each quarter in regards to employments, licensing, ... specific to the industry. - modifying, adding new rules and laws by getting public and industry owners involvement and listening and analyzing their concerns, at least twice a year. - and increase in populations.
AB	Rise in construction or decrease in commercial construction, adoption of ado if done as current program is done with the abs program will be positive.
AB	1. increase in rash's; 2. increase or decrease of construction activity; 3. ?
AC	Increase of licensees in my area will impact my income the most. with the new ones not that I've been around awhile, but people cutting corners and not doing the proper paperwork for new installs
AC	Loss of income due to a drop in standards in the HVACs industry. Mexican workers have driven down the prices and the quality. bidding against contractors that use Mexican labor is impossible and little profit can be made
AC	Rise in construction, disposable income, hot weather

Next 5 Yrs

AC	I see contractors working out of their trucks, who carry a license but no overhead and no idea about quality of installing a proper system and proper service after the sale
AC	I see a rapid changing in the HVACs industry with new refrigerants, new equipment design, energy codes. epa requirements, equipment is more complicated to service. there are fewer young people wanting to get into this industry.
ACR	Taxes & fees, (from property tax to renewal fees), needles government regulation, (including expansion of code requirements), disposable income amounts definitely plays a big role in whether a customer calls for service or tries to "do it yourself".
ACR	Change license renewal to 3 years
ACR	Refrigerant changes are having the largest impact on business.
ACR	Refrigerant changes
ACR	The licensing could last for a longer period of time like 5-10 years
ACR	Current recession increasing regulations increasing fees and taxes
ACR	Continued additional fees with no way to recoup fees from customers due to economy and high fuel prices.
ACR	The cost of fuel, the cost of maintenance, and the rising cost of license fees.
ACR	Fees that keep going up.
ACR	Adoption of Adam/abe standards by do,
ACR	Cost of construction. decrease of profits for small business. increase in regulatory and environmental requirements to operate boilers and a/c.
ACR	1. increase in licensees (negatively) 2. leveling off or decline in commercial construction (negatively) 3. adoption of the 2004 Adam/abe guidelines (mixed)
ACR	Increased in licensees fees
ACR	Increase in Napa neck 70 knowledgeable licensees would be an enormous positive impact. education of the public consumer in the real dangers and safety of electricity, and make the public consumer accountable for their impact in the use of unlawful license activity. education for current licensees, phasing in the Napa neck 70e and the ability to gain education and knowledge by way of the internet.
ACR	Please raise the standards for new contractors and get rid of the bad ones and do something about the unlicensed HVACs providers.
ACR	Slow economic recovery green building legislation increased competition and lower fees
ACR	I think a increase in licenses. licenses to perform construction need to be mandatory. there are too many unqualified electricians impersonators. I you are a electrician, journeyman, or master, then you should have a license stating that.
ACR	Large amount of work requiring licensure being done by undocumented persons and no action being taken to prevent or deter
ACR	Changes in refrigerant from r-22 to r-410a decrease in residential construction difficulty getting financing for our customers due to banks tightening loan requirements.
ACR	Increase in rural and urban population. permitting requirements for all relevant aquifers in a groundwater conservation district. sharing public water supplies.

Next 5 Yrs

ACR	1. state and city government will determine growth in our cities. more jobs, more growth, more work for the HVACs business. 2. maintaining our customer base is critical with the changes in city codes, third party air balancing, state-wide programs such as "green" or "energy star," and let's not forget the "epa," their changes and their enforcement in "lead certification." 3. we as license contractors of this state need to focus on not only the mechanics of repairs or service, but how to run a business. more emphasis in our continuing end course should be on business instead of why we use a certain register or grill, or why we duct size or load a home a certain way. yes, this is important, but their is not any required time for "how to run a business" in our continuing ed. too many future servicemen with ideas of getting their license and running an a/c business will close their doors within 5 years due to an unsuccessful business plan. this is the future of our industry, too many constant changes in our business efforts that affect the way we do business with the public. who hurts the most is the general public in the state of Texas. think about that one
ACR	Continuing education.
ACR	1. the lack of high quality CEU providers will negatively impact the industry. CEU providers have been forced out of the market by TDLR's high fee structure. 2. the lack of high quality core curriculum instructors will negatively impact the industry. 3. the lack of qualified TDLR certificants will negatively impact the industry (they are frustrated with the lack of responsiveness of TDLR, the poor core curriculum educational system, the lack of high quality CEU classes because of TDLR's per course fees, and the high registration fees that TDLR certificants must pay.
ACR	Silly rules that make no sense, locking caps on service valves, etc.....
ACR	I think we need more state inspectors to follow up on, some of the less reputable companies, that throw in HVACs, what it boils down to is if we had better policing and stricter penalties for repeat offenders of state rules it would lighten the burdens of the consumers and contractors who strive to follow the rules. the cont. education is important, but the ones who are throwing it in, probably isn't licensed to start with. answer #2
ACR	Since there are not enough inspectors, some contractors will be sneaking in unlicensed people with no or little experience and not do a quality job the customer needs to start or carry-on their business.. for the safety of the people of Texas, get more inspectors !!!!!
ACR	Get tougher with people working in our trade without any licenses. they take a big chunk of our work.
ACR	Unlicensed electricians, inability of TDLR to enforce
ACR	The lack of stricter rules. failing to investigate companies that hire drivers who failed their drug test the day before with previous employer. the new hiring company is cheating and should lose their license for endangering the public. fuel cost.
ACR	More people who are working at home and unlicensed will take the business that we have trained so hard to do. there aren't enough local barber schools. living on the borders of the states lines.
ACR	Increase in being able to obtain a license easier in the state that I now live in. I would hope that all states will be apart of helping to increase in licensees.

Next 5 Yrs

ACR	1. federal, state, and local laws requiring higher efficiencies and performance standards. ex. third party verifications 2. influx of new technology that will be demanding more attention to detail from the contractors. ex. 2-stage equipment, variable speed systems, serial communication. 3. better informed consumers.
ACR	Need more enforcement of licensing being need to purchase furnaces, coils, and condenser to help relieve bootlegging
ACR	Illegal immigration will increase, persons less qualified will cause lower quality installation and repairs
ACR	1) unlicensed employees of ac companies & apartment maintenance, doing 'side jobs'. 2) wholesale pricing offered to employees of ac companies for 'side jobs'. they use their employers accounts, and pay 'cash'. 3) lack of TDLR field enforcers to ensure our trade is protected from unlicensed people doing all these 'side jobs'. this includes 'maintenance people'.
ACR	A working knowledge of the laws of physics, laws of thermodynamics, etc. too many snake oil salesmen out there taking advantage of the ignorance of the public. no accountability!
ACR	Undocumented workers used as electrical helpers on all the big construction jobs and doing the ruff-ins on most of the new houses.
ACR	Internet auctions government rules & regulations that are imposed on small businesses and people downsizing and simplifying their lives.
ACR	New regulatory and licensing requirements aging of the population changes in government programs and entitlements
ACR	The economy will determine how well the a/c business grows. the mandated r-410a is an unknown factor for sales of new equipment. currently, many of my customers elect to repair rather than replace due to cost. I am concerned that the cost to upgrade equipment will dampen my sales for the next 2-3 years.
ACR	The item seen currently impacting the HVACs industry most severely in the commercial construction is the selling of equipment, materials and labor at cost and below. not sure if this is due to stupidity or ignorance. since I'm a survivor of the early 1980's downturn in the economy, I've had the displeasure of witnessing company after company bidding projects below their cost to hang on until things get better. two or three years later the hole gets so deep these companies cannot come back from the losses. this kind of thinking harms the entire industry. we are currently reliving this strategy by our fellow HVACs contractors.
ACR	Lack of trained HVACs technicians to meet the demand of an ever increasing and more sophisticated job market.
ACR	The economy and all of the major legislation being debated in the federal government. if the politicians have there way the HVACs, housing industry and our country will suffer for many years. the American way of life is being challenged and the propose changes do not help responsible individuals!
ACR	Increase in HVACs companies, manufacturers warrantees cutting into our profits, its harder now to diversify into other trades. over priced health insurance for employees.
ACR	Increase in population and construction

Next 5 Yrs

ACR	Texas will see a continued rise in population, requiring more trained technicians for new construction and retrofits. energy will become an increasingly expensive overhead cost for homeowners and businesses. substandard installations of 13 seer equipment that operates at 8 seer will continue to be common place burning 50% more energy, or more, then design specs. why ? lack of knowledge, lack of hands on training.
ACR	All the above most will be the increase in population resulting in rise in construction and decrease of uniform regulation
ACR	Healthcare reform
ACR	1. increase in population 2. rise in construction 3. income level rising
ACR	Cost, cost, cost, for all, no profit.
ACR	Recession competition increasing rise in construction
ACR	I really don't know.
ACR	Rise in construction
ACR	The education of employers as to why offering our services as a voluntary benefits to empower their employees with equal access to legal counsel will positively impact my business
ACR	No answer
ACR	Decrease in disposable income increase of salon construction increase in non salons selling professional products
ACR	Interest rates, inflation and disposable income.
ACR	Increase or decrease of disposable income, hurricanes, our operating budget
ACR	Increase in population, decrease in disposable income.
ACR	All of the above
ACR	Decrease in disposable income...competition...demand for better services
ACR	Employment/unemployment
ACR	1) legislative updates 2) budget constraints 3) most experienced personnel will be retiring
ACR	Income regulations gasoline costs
ACR	Hopefully the construction sector will rebound enough so we may increase in our profit margin a little, this is the lowest we have had to drop just to get work.
ACR	Rise in construction ==increase in income
ACR	1. decrease in disposable income 2. less construction being done 3. replacing existing home ac to more efficient units looks good
ACR	Rise in construction. overpasses and highways.
ACR	Decline in the monetary development of our nation is going to hurt all of us.
ACR	Decrease in disposable income, increase in licensees
ACR	Population, economy, and income
ACR	1. becoming a tax-free benefit for employers to offer their employees 2. CSU 2010 and how it will effect our commercial drivers when it is implemented and in what form. 3. the epidemic of id theft that will hit Americans nationwide and what we will be able to do in restoring their identities.
ACR	Probably not much since I am nearing retirement.
ACR	1. population increase 2. decrease in income 3. decrease in resources
ACR	Just hope all the changes are for the positive.
ACR	Its getting harder to make a buck when the state and gov has its hands in your pocket they want to tax and control us into bankruptcy. we need new housing starts to keep in business. we also need less state and gov. regulation on our business. it increases the operating costs which brings less home in the pocket.

Next 5 Yrs

ACR	None
ACR	None
ACR	Increase in licensees
ACR	Decrease in disposable income
ACR	Rise in construction, rise in construction, rise in construction - the #1 factor in my opinion.
ACR	Increase in licensees, decrease in disposable income
ACR	All the above
ACR	Decrease in disposable income, increase in licensees
ACR	Satisfied with the plan at hand.
ACR	Increase in population.
ACR	Increases in government action in the private sectors. environmental restrictions & concerns relief of general fear in the economy
ACR	I believe that the most change will come from the impact that the economy has on population, disposable income and job market.
ACR	Decrease in disposal income. fewer operators in work force. overall economy.
ACR	Population, decrease in licensees, costs of doing business
ACR	Increase in licenses
ACR	Increase in licensees, decrease in disposable income, diversity.
ACR	Increase in licensees
ACR	Decrease in percentage of work causing a drop in revenue.
ACR	Increase in licensees
ACR	The decrease in disposable income is killing us right now and now fuel prices are going up again which is really going shut down any recovery that there was.
ACR	Increase in licensees
ACR	1. increase in population 2. green power installations 3. government loan backing
ACR	Increase in population rise in new construction decrease in disposable income
ACR	Funding for school districts from the state of Texas. energy costs. growth of school district.
ACR	Disposable income
ACR	Energy efficiency of HVACs systems. cost of systems including maintenance issues. government regulations (either good or bad).
ACR	1 . lack of funds 2.
ACR	Increase in licensees, rise in construction
ACR	Green building population rise in construction
ACR	N/a
ACR	Increase in population
ACR	Population
ACR	Decrease in disposable income!!!
ACR	Decrease in disposable income , increase in licensees...
ACR	Online auctions - increased paperwork and liability
ACR	N/a
ACR	Decrease in disposable income increase in population increase in licensees
ACR	N/a
ACR	Economy, decrease in disposable income, and new construction.
ACR	Relocations' to Texas from California w/ expendable income is helping. current rise is gov. funded projects is helping, however this will likely expire is less than 5 years, the private sector best take off.

Next 5 Yrs

ACR	Possible decrease in disposable income.
ACR	I can think of three letters: e p a
ACR	Government regulations. disposable income. increased costs of doing business.
ACR	Increase in population, decrease in disposable income, increase in legal problems
ACR	Increase in licenses
ACR	Energy rates, government incentive to upgrade equipment, emerging technologies
ACR	All of the above.
ACR	Change in demographics inflation
ACR	Decrease in income, increase in rents, unemployment
ACR	Decrease in disposable income. decrease in construction. excessive government controls.
ACR	Decrease in disposable income
ACR	Dramatically need an increase in construction.
ACR	Na
ACR	Rise in construction
ACR	Rise in construction
ACR	Decrease in disposable income increase in licensees cost of insurance
ACR	Rise in construction
ACR	Increased demand, lower product pricing, and lack of licensed solar installers.
ACR	Increase in disposable income increase in identity theft increase in legal matters
ACR	Na
ACR	Oil price
ACR	Rise in construction and increase in licensees
ACR	Increase in licenses. too many already in the dew area. rise in construction is good for all business sectors. increase in disposable income would help homeowners update their inefficient HVACs systems.
ACR	Rise in unemployment, higher attorneys fees, inflation in a bad economy.
ACR	1. car market increase/decrease in the number of cars sold. 2. over regulation by government agencies that increases costs to the consumer.
ACR	Increase in population. rise in construction. taxes imposed on businesses.
ACR	Not sure.
ACR	All of the above.
ACR	Banking industry, the availability of funding.
ACR	Decrease in disposable income, rise in construction, we need more cosmetologist to meet the level of openings. oh this health care bill will kill mom and pop operations.
ACR	Gov. mandates that seem to never end, bad economy, a political environment that seems to be doing all it can to stifle business.
ACR	Rise in construction
ACR	I am now retired and not actively engaged in service work so any changes would not impact me.
ACR	I work in the industrial field in a agricultural chemical plant in Houston and population and to feed the masses is the biggest, the second is the continual decrease in good qualified and educated craftsmen in all fields and services, the third is our industry wages are out of whack and that effects the quality of the craftsmen.
ACR	An increase in the construction area would definitely benefit my business.

Next 5 Yrs

ACR	Increase in population
ACR	Increase in population and decrease of disposable income.
ACR	An increase in licensees would flood the already slim job market in my industry. an increase in population would not hurt. the more people there are in an area means there are more people that can not make their car payments. but if the economy gets any worse I'm not sure how I am going to make it. the poor economy increases the volume of my work but decreases the quality of the paper we receive. making it harder to get face to face with debtors due to foreclosures.
ACR	Population booming, financial outlook deteriorating affecting the bottom line and number of employed, increase in stress levels from smaller workforce pulling increased workload.
ACR	I think that you; TDLR will have the greatest impact on our industry depending on your decisions. I hope that you really listen to us that are out in the field. I don't think that you do right now.
ACR	Unemployment rise, increase in licensees, decrease in disposable income
ACR	N/a
ACR	Economy
ACR	Decrease in disposable income increase in supplier prices (overall inflation)
ACR	Decrease in disposable income will reduce my clientele and sales.
ACR	Increase of rural homes decrease in solar energy cost decrease or elimination of fees for drilling inside city limits
ACR	Increase in population and also rise in construction
ACR	Increase in population, increase in licensees, disposable income.
ACR	Difficulty in finding motivated employees, insurance costs, reliability of vehicles meeting new emission standards
ACR	Decrease in disposable income
ACR	N/a
ACR	The decrease in young people who want to work in the craft field are diminishing. also the lack of people who are truly service driven. the work is there but the dedicated people who want to work the hours are not.
ACR	N/c
ACR	Increase in licenses,
ACR	1) regulations- lately we have seen more regulations of signage in multiple jurisdictions which limit the number, size, and types of on premise advertising. the recent Houston sign code change has almost cut our business in half. safety is a good regulation but dealing with Oshawa is a nightmare. tudor and us dot is another regulation that should have little impact on the sign industry. permits are one other regulation that hinders the timely performance of a job. 2) insurance- skyrocketing costs
ACR	Increase in population, increase in licensees,
ACR	Decrease in disposable income
ACR	Cash for clunkers? what about cash for new energy efficient refrigeration systems and a tax free waiver on new refrigeration to safeguard public health i.e. restaurants supermarkets ,wholesalers of food .my customers hate taxes on new equip, then the property value appreciation sucks ,this is a big complaint I could show you a win situation if you want advice.
ACR	Decrease in disposable income less new construction state law limitations (i.e. tonnage limits and insurance requirements based on license type not volume of business, requiring a licensee to be in business in order to hold a license, not a 'not working as file')

Next 5 Yrs

ACR	Increase in population, decrease in disposable income, retaining competent technicians
ACR	Decrease in commercial spending will impact what I do as a HVACs tech.
ACR	All of the above including changes in laws and regulations in the air conditioning and heating industry
ACR	Epa for the HVACs industry is being run like the Gestapo or should I say the iris. to many liberals have listened to al gore's< the sky is falling, the sky is falling, it has produced a false truth. our planet goes through cycles.
ACR	Rise in industrial or grocery chains construction
ACR	1, taxation without representation 2, government control of ac& h industry. 3, the federal health care bill
ACR	Increase in licensees, seems like you all will give a license to anyone. I have met men that have been doing HVACs for a year and have a license. its scary!!
ACR	Energy costs and travel time; demand for efficient a/c units
ACR	Phase-out of r-22
ACR	What impacts my company is the supply house selling equipment to unlicensed individuals and unlicensed person advertising in local paper under a/c repair and installation.
ACR	Increase in population, refrigerant issues, equipment issues, personal(employees)
ACR	The two biggest impact areas I see are technology changes in the equipment and the availability of qualified technicians. we are a commercial only contractor and I anticipate the new construction level being relatively flat for the next couple years and maintenance and replacement of older systems being the primary market focus for contractors. great website and experience TDLR to date!
ACR	New construction HVACs contractors trying to come into the retrofit market.
ACR	The economy will require more service with less change outs and new installs. there are a lot of companies whose answer to every problem is "you need a new system". those crooks are going to crater and I'm a hero with a lot of word of mouth referrals when I fix my customers up.
AUC	The economy is bad, change presidents.
AUC	Enforcement on unlicensed and under insured contractors low bidding projects. changes to bonding insurance requirements for small business. cannot get bonding unless you are doing projects, cannot do projects without bonding. did million dollar project no bond customer happy. now cannot bond but 250k. which is used on bid bond and cannot bid on any other project until award is given to clear bond. so bid 4 or 5 projects a year instead of 4 or 5 a week. (catch 22) frustrating
AUC	A decrease in construction and an increase in licensees will greatly impact my business.
AUC	Rise in construction
AUC	The hiring of illegal/foreign aliens. lower wages arising from hard economic times. the exploitation of "right to work laws".
AUC	More people with less money to spend on hair
AUC	Annual license expiration is not good
AUC	I think it will be our suppliers selling to wall-mart etc. also not enough discount to us.
AUC	Decrease in income and economic malaise
AUC	Economy, population, income

Next 5 Yrs

AUC	An unfortunately more litigious society will promote the need for the pre-paid legal services being offered. only a decrease in disposable income will go against the industry.
AUC	More social diseases. more government regulation much more taxation
AUC	Currently since TDLR everything has been top notch and professional. change is good and its for the better.
AUC	1. undocumented cash only service industry, 2. lack of qualified help at rates that the public will pay, 3. energy regulations
AUC	Decrease in disposable income(clients) hopefully awareness of customers on sanitation and expecting the level of service I provide
AUC	Decrease construction. people will switch jobs or will not pay for the license if they don't have a job to pay for it.
AUC	People need a job so they can afford a haircut.
AUC	Decrease in disposable income, rise in construction costs, availability of well trained workers
AUC	With the economy in the toilet the lack of disposable income and the use of at-home beauty aids has taken a big bite out of salons and the employees. owners are having to raise booth rent which means we have to raise prices too.
AUC	Rise in construction
AUC	Rise in construction
AUC	Increase in population, decrease in disposable income, and rise in construction
AUC	N/a
AUC	Increase in population, therefore increase in licensee and decrease in quality mechanical inspectors.
AUC	Increase population, credit financing to rebound, economy rebound.
AUC	Increase in population and aging of equipment is a positive impact on current business activities. disposable income decrease would be bad but I don't really expect that to be a trend.
AUC	Poor banking laws. no accountability for banks to release assets held in asset portfolios. no accountability for property owners to meet their obligations.
AUC	Decrease in disposable income
AUC	Rise in construction and making everything fire safe.
AUC	Construction for us has dropped off with very little hope to pick up in the next 18 months. five year outlook is solid for 24 months with grant money for other to keep us alive and well in this construction trade.
AUC	Decrease in disposable income
AUC	1. misguided legislative attempts by chief appraisers such as Michael amezquita (Bexar appraisal district); 2. federal government interference in the real estate marketplace, that will delay the inevitable market balance of lower values that will be determined by sellers (lenders or the vedic) and buyers; and 3. lack of commercial real estate transactions due to lending & governmental constraints.
AUC	Na
AUC	I feel the increase in population in my area is due to families leaving the cities and moving to the rural areas. also, decrease in disposable income and foreclosure of homes will definitely impact my industry.
AUC	Improvement of economy.

Next 5 Yrs

AUC	Decrease in disposable income will have the biggest impact. customers who really need a new system or unit will be forced to repair their old one instead.
AUC	1. real estate foreclosures 2. decrease in income 3. limitations placed on auctioneers
AUCTION	Increase in population, increase in price of retail automobile parts, decrease in disposable income should help sustain my part of the auction industry.
AUCTION	1. the proliferation of the internet and web applications 2. the potential increase of online auction houses
AUCTION	1. tax increases on all levels, thereby reducing disposable income. 2. lack of regulation of online auctions, consignment shops and estate sales companies, which are not required to meet similar requirements of auctioneers, yet these businesses are also responsible for similar duties to clients and customers.
AUCTION	As an auctioneer of industrial products the whole economy will impact our business. the rise in new business startups will help sell equipment, the downturn in the economy will affect the amount of business that are closing, both scenarios will affect our auction business.
BAR	Lack of barber teachers.
BAR	Decline in barbers licensed even with more schools and students enrolled increase in illegal activity due to unlicensed people cutting hair more pressure to allow shaving to be done by cosmetologist
BAR	The barber business is pretty consistent even in tough times. we will see a little decrease in the frequency of customer due to a decrease in disposable income. however within the next five years, we should see an increase in the volume of customers due to increase in population in our area
BAR	Business will be impacted by the increase of the manufacturing of products along with the shift in population relocation and the decrease in disposable income.
BAR	Increase in population, increase in licensees, improved economy
BAR	Consumer confidence, the dollar being spent within our borders, and the ability for people to find work again.
BAR	In my town we have fort bliss. we are increasing in population, therefore the construction is at its peak great time of growth for the city
BAR	Decrease in disposable income
BAR	Folks working with out license and taking our business from us.
BAR	Decrease barber position and service
BAR	Increase in population, economy and disposable income, favorable business climate.
BAR	Increase in population, lack of income, and product prices
BAR	Crime, lack of punishment, and fee increases.
BAR	Baby boomer aging and deaths
BAR	Increase in license fees and decrease in disposable income.
BAR	Increase in population; increase in licensees, increase in regulatory management
BAR	Loss or reduction of income. established businesses are closing at an alarming rate, affecting housing, other businesses, automobile industry. wages are already low, people are having to relocate to survive.
BAR	Continued legislative changes
BAR	Increase in population and the need for options other than college after high school will increase my enrollment in the cosmetology high school program.
BAR	Increase in licensees

Next 5 Yrs

BAR	Decrease in disposable income increase n population
BAR	Increase in licensees, increase in immigrant population, decrease in disposable income
BAR	Increased population in the industry will cause suffering without increased field inspection. the requirement for teachers has to be corrected! barbering is suffering major...a suggestion as a educator would be to require one year in field of barbering, and increase the 1000 hour course to 2000 raising development education to one year of college under the master educator program. CEU training for barbers on sanitation every two years as a requirement for renewal.
BAR	Over the next five years, I believe the increase in peoples income will help my business. I am in small town and the lack of jobs has lessened my business. the men have stretched the haircuts out and decreased my income. the raising of supplies and utilities has also decreased my income. being a barber in a small town, I try to keep my rates down. we have many elderly men here on a fixed income. it is also hard with all the chop shops as I call them. these shops without any real trained barbers or cosmetologist in them. they offer cheap haircuts and that is what you get and it is usually bad. I have fixed many.
BAR	The recession is the number one. it is already being felt where I work. people are not getting their hair cut as often as they used to and hair colors have gone really down. we have lost several hundred jobs here in Abilene, number two change is the movement of the population to locales where there is work. some will not be able to move because of family obligations but the majority of people will move.
BARBER	To many unprofessional barbers to many unprofessional barber schools lets go back to the basics close to what we held true to 20 years ago. ( professionalism)
BARBER	Not enough licensed barber instructors.
BARBER	We have seen a continual decrease in licensees in the barbering industry overall but especially in rural areas. our town desperately needs barbers but we do not have the schools to serve them.
BLR	Increase in population and the rise in construction
BLR	Increase in population, rise in construction, and age of existing equipment.
BOX	Limited fighter purses
BOX	Unemployment/cost of living/no money overload of laws & restrictions increase of licensees
BOX	Recession
BOX	National economy, technology, and government intervention.
BOX	Price increase salary insurance increase
BOX	1. increase in license fees. 2. new rules that no one can give the same explanation to each time it is explained.
BOX	Government health insurance will have a negative impact, as well as the issues listed above in the question.
BOX	Make it easier to get combative sports fights approved and easier to get a combative sports promoters license
BOX	Increase in population, continued growth of mama, rise in economy
BOX	The combative sports division needs a complete overhaul. place them elsewhere and start hiring qualified individuals. many people that have held these positions for years have a blatant disregard for the rules and regulations. the "good ol' boy" and "grandfathered in" policies need to cease immediately.

Next 5 Yrs

CE	Increase in popularity, increase in population, increased interest
CE	All mentioned
CE	I am not certain on this question.
CE	Dual recognition of barbering and cosmetology would be good for schools who would like to have this program offering.
CE	Let me look in crystal ball and see: most of my current work is generated by environmental and Oshawa law and not consumer spending. consumer and industrial spending ultimately would/does effect us all. I'm not getting younger and I don't see a lot workers just standing up and taking the incentive to take on a job like mine. we need to encourage people to take on challenging jobs that work both the mind and the body. lets give the worker the credit they are due and stop treating skilled labor like second class citizens.
CE	Increase in population
CE	The uncertainty of the economy overall and not knowing what is going to happen on taxes in the near future
CE	Decrease in disposable income
CE	The decline of jobs, increase in taxes overall, the housing market,
CE	All of the above could impact our industry
CE	I believe the main factor in my industry is the economy. my business all depends on whether or not people feel it plausible to pay for my services if not making as much as once did.
CE	Increase government regulation, licensing and other bureaucracy is severely affecting my industry in a negative way.
CE	Rise in construction will have a positive impact. slow economic recovery will continue negative impacts. increase in regulatory requirements would have a negative impact.
CE	Disposable income increase in the cost of equipment unemployment
CE	Increase in non-effective regulations decrease in disposable income decrease in quality licensees
CE	Increase in area's population loss of jobs and income better economy
CE	Rise of fuel costs. increase in governmental bureaucracy. material cost increases.
CE	End of recession rise in construction
CE	Decrease in peoples income would be #1. changes in population would be #2. rise in construction would be #3
CE	Population increases, decreases in income, rising costs of everything.
CE	Increase in licensees, increase in population, and decrease in disposable income.
CE	Proper enforcement of existing electrical rules and regulations. energy costs. value of the us dollar.
CE	Healthcare regulations and government healthcare
CE	Decrease in disposable income
CE	All of the above. social changes, economic changes, always effects retail business. I was amazed at the effect 9/11 had on my business in Plano, Texas. I have been through a lot of changes in my 30 years in this business. the key to keeping a clientele long tern is to be consistent and always be looking for new clients.
CE	Population; licensees; construction
CE	Lack of education will impact industry. licensing could be more intense as well as more CEU. hours required.

Next 5 Yrs

CE	Increase of licenses, decrease in disposable income, and hopefully a rise in construction
CE	Decrease in disposable income.
CE	When unlicensed people are working in their homes and no one catches them it makes our industry suffer
CE	Increase in license will dumb the trade down. increase in population & rise in construction will help our trade
CE	Increase of population and a rise in construction.
CE	Decrease in disposable income, increase in license fees & insurance, & too much government control.
CE	Decrease in income levels, too many licensees in the business with out an increased population base, all contribute to less income in the long run.
CE	Population, construction
CE	We are expecting there to be an influx of workers from out of the state of Texas including from Mexico and these people must be licensed. I believe there will be a huge unemployed workforce due to the slowing of the economy and the layoffs that are already occurring in our industry to stay solvent. this will present challenges to the department and the electrical industry.
CE	Increase in population, increase in licensees decrease in disposable income
CE	Employee's, credit, big gov
CE	With such low requirements for licensing, many unqualified companies are lowering the quality of product offered to industry. thus, industry goes elsewhere.
CE	N/a
CE	Construction
CE	Government intervention in industry about which it has no expertise. environmental intervention based on politics rather than science. socialism (utility competition)
CE	Decrease in disposable income as many licensees there are, the cost of testing and licenses should be lowered
CE	Decrease in employment and education opportunities, decrease in income and population growth
CE	I would enjoy helping others with our rights as employees. thank you, nec
CE	Decrease in income...
CE	Increase in population, rise in construction, increase in disposable income
COS	Increase in licensees. many cosmetologist are leaving their booth rental space, and moving their business to their unlicensed homes, these practices destroying our salon businesses.
COS	Increase in product prices. increases in licensee fee both for stylists and booth renters. third the talk of cosmetologists having to charge sales tax on services rendered.
COS	As a skin care therapist, a lot of members of our community and nationwide are holding what monies and not spending on luxury items - massage and/or skin care. this is part of healthcare and should be recognized as more than a beauty treatment. Europe/Asia/middle east place great value in the knowledge of their estheticians (aestheticians) - hopefully, we will receive the same respect.
COS	Continuing education. it should not have been lowered to 6 hours. most stylist need to continue their education and 6 hours are not enough.

Next 5 Yrs

COS	Nail technicians all over Friendswood, (no suggestions) are doing facial waxing and now skin care. most of them are not licensed and use one persons license to do the services. you are not doing your job with the nail techs. they are doing waxing facials and using credo blades in all salons I have visited. they are not cleaning out the drains after each pedicure
COS	I think we should have more inspectors.
COS	Have more inspectors to crack down on these shady, unlicensed salons that keeps operating even after an inspector has shut them down. they reopen their doors the very next day after the inspector leaves their shop after shutting them down.
COS	We need more TDLR inspectors in this state. the current system is a bad joke
COS	Too many nail shops with unlicensed professional and not enough inspectors to inspect
COS	Better ways of the inspections done and information given to the operator of what needs to be done to correct any deficiencies and fine that could be applied.
COS	The rules and regulations should be clear and not change from one call to another depending upon who you talk to at customer service, with the population growing!!
COS	The over flood of new salons/nail salons in our industry most being run in unsanitary ways with little or no inspection. this only brings down this industry.
COS	More licensees...so we need more inspectors who have been in the cosmetology field not some other field.
COS	Decrease the mount of nail salons being opened. increase the amount of inspectors.
COS	This industry is pretty solid in all economic eras. although lowering the standards of this program could over license the market. it needs to be a longer program with an internship.
COS	Extremely impractical rule and law.
COS	In the next five years small salons such as mine will be out of business. healthcare insurance, insurance for business, utilities, phone costs, property taxes, maintenance, the cleaning expenses meeting standards are all too much. hairstyles are more technical require more time with an actual loss of money per hour as compared to simpler hairstyles of past. this field will not attract or hold highly intelligent individuals in the near future as the work output does not match in pay. it is easier to move on to college and become a professional with a more reasonable job scenario. also new intimidating laws and complex rules will not help anything
COS	Increase in population, decrease in disposable income, changes in hair trends.
COS	Population, decrease in disposable income and my age. been doing hair for 40 years and hoping to last a while longer
COS	Lack of the job industry, will stop people from having services as frequent as that have been in the past...also I see a lot more parents buzzing kids heads, just so they don't have to bother with kids cuts and fees.
COS	Anti aging treatments for baby boomers.
COS	Increase in licensees low-spending stores that offer more items on beauty products such as hair coloring at more lower prices and easier to use.
COS	Economy, lack of qualified stylists, decrease in disposable income

Next 5 Yrs

COS	Population increase due to new schools being built. new beauty colleges opening in my area. the economy increasing again to have disposable income
COS	Can't compete with Asian run salons, undercut everyone. economy is bad, so people will go where it is cheaper, not safer!
COS	All of the above. the nail industry has been greatly limited by the "fast food" nail salons.
COS	Our industry will continue to grow, but proper sanitation guidelines need to be followed to decrease infection in our multicultural society. licensing procedures are not being followed in independent salons.
COS	Increase in licensees makes it tough there are too many foreign people coming into the states and provided the funds from the gov. to open an establishment and then set prices for services below the American salons. and then not follow the sanitation -guidelines as we all strive to do.
COS	Do it yourself hair videos plus having no money kitchen beauticians charging less than a licensed one are yet on the rise as well
COS	Increase in population licensed cosmetologist without enough education too many unlicensed cosmetologists working in salons
COS	None
COS	Decreasing in disposable income, loss of jobs, my health
COS	Increase in population, increase in licenses, decrease in disposable income
COS	Bad economy. to many bad Asian nail salons
COS	Increase in population
COS	Increase in population, supply & demand on foreign & domestic fuels
COS	Disposable income, product diversion, lack of quality cosmetologists entering the work force.
COS	Decrease in disposable income, population size - both positive and negative;
COS	Decrease in disposable income and less construction
COS	Increase in licensees, decrease in disposable income
COS	Available workers, government intervention-health care, margin tax
COS	Decrease in income increase in rules and fines
COS	Decrease in disposable income, saturation of facilities and more stringent sanitation requirements and penalties for violators.
COS	I hope the economy improves for Texas or none of those items will make a difference.
COS	All of them
COS	The economy. the economy, the economy.
COS	Population
COS	TDLR will impact the industry the most will have to wait and see if its a good thing or bad thing
COS	Na
COS	Increase cost due to code changes decrease in available work decreased profit margins
COS	TDLR unfair and abusive business practices.
COS	The only thing that I think will impact my industry is that people will wait longer in between salon services if their budget is being stretched by other factors (gas prices, job loss, etc). but this industry isn't going anywhere!
COS	Taxes & fees- federal state & local
COS	Increase in population, decrease in disposable income, lack of interest in technical degree/work by high school and college students.
COS	Cost of doing businesses increases each year and the cost of fuel

Next 5 Yrs

COS	Increase in licensees, the economy not picking up
COS	The economy to turn around.
COS	Decrease in disposable income,
COS	I feel that all of the above will impact my industry
COS	Education, lower standards, language.
COS	Population, construction, economy
COS	You are going to make so many unreasonable rules I will probably go out of business!
COS	Med spas will increase, sub standard salons due to lack of inspection or enforcement and product diversion will decrease our income.
COS	I don't know
COS	Uncertainty about medical insurance. increased population of our geographic market. the need for an income continuation program for all workers: some form of disability insurance.
COS	Disposable income. if the process, laws, or rules to TDLR does not improve(meaning fare to everyone)it will have a direct affect on disposable income. all area's have to function properly and with integrity for everything to fall in place. TDLR's house must be in order starting with the top, so everyone benefits, otherwise why take surveys it will mean nothing..... TDLR ran better when it was tic give it back to the state, so their will be no decrease in disposable income within the next five years.....
COS	Definitely the decrease in disposable income is going to play a major role in our industry. our costs continue to increase----but our net revenues will not. my net--net is down --but my rent goes up--because their net is down--it's a vicious cycle. I think the way to survive is to work smarter--not harder----we are changing the focus of our practice----and increasing our prices. it is all about finding a niche in this tight economy.
COS	Increase in licensees
COS	Decrease in disposable income
COS	Definitely the increase in population where I live. this is in a positive way since we are getting more and more influx of above average income. therefore, rise in construction is also one on the positive side. however, on the negative side, we all know our economy is in an unsuitable state.
COS	Decrease in disposable income, government changes age
COS	Credit crisis affecting client disposable income. new cosmetologists desiring to succeed without having to work hard.
COS	Increase in licensees
COS	Increase in licensees and decrease in disposable income
COS	Economy
COS	"Obama nomics" is not positively affecting the construction industry. taxes will be on the rise for all except for low income , social health care as mandated or proposed by congress and senate will be a high liability for all and especially the working class. the general use of illegal aliens and acceptance in the construction industry for a shoddy job that directly affects all crafts on the job. keep the qualified -- qualified!!
COS	Down turn in economy worse then it is now.
COS	Freedom politics economy
COS	Increase in population, tightening of regulations, decrease in number of applicants in my field.
COS	All the above effects everyone???
COS	Decrease in disposable income
COS	The economy, the rising cost of doing business the bureaucracy

Next 5 Yrs

COS	Decrease in commerce, choking legislation and criminal activity will impact my business.
COS	Decrease in income. cost of living.
COS	The compadre system need to be investigated for TDLR to do its job in monitoring illegal activities
COS	Increase in population, rise in construction and the economy getting better
COS	Increase in licensees,
COS	Economic status, cost of living, and the prices of tools and supplies.
COS	Job loss due to government mandated health insurance will affect disposable income and will definitely affect us. increase in licensees due to job loss in other industries--we welcome this!
COS	Increase in licensees, I have taken exams in three states, Texas was to easy, we need more educated people in our trade not less.
COS	You give foreigners licenses too easy now the bizness is being taken over by the Asians
COS	Baby boomers, taxes, change in the government.
COS	Negative healthcare reform
COS	Decrease in educational level rise in minority population rise in government sponsored programs
COS	The number of licenses and the cost of insurance ,fuel, and replacement cost of equipment.
COS	Stick your survey in your ear
COS	All three
COS	N/a
COS	1. increase in construction 2. increase n licensees 3. increase in population
COS	Easing of credit
COS	Increase in licensees, and decrease in disposable income.
COS	Increase in licensees
COS	In this town, right now, it is the decrease in disposable income. I have returned to school because of this and I'm now enrolled in a class for my instructors license. hope to get hired at Howard college even if it means part time. there is change coming to big spring, but I don't know if it is going to help those of us that need to work.
COS	Endeavor to stay and look younger the needs to stay and feel good
COS	Increase in licensees, increase in population, economy
COS	Loss of income, increase in approved operators, and increase of available home hair color to consumers
COS	Increase in licensees
COS	Decrease in income
COS	Decrease in disposable income increase in license fees overall cost of doing business
COS	Hyper-inflation lack of jobs the possibility of gov. capping incomes
COS	Peoples' incomes and loss of incomes have a direct effect, the economy, cost of groceries and gas and everything....all have an impact on my business.
COS	Not sure..
COS	Increase in licensees
COS	All the above.
COS	A decrease in disposable income will most definitely impact my industry. increases in licensees will be the 2nd thing to truly impact us. construction, which in turn causes less and less parking available for our clients which means our clients go elsewhere.

Next 5 Yrs

COS	Decrease in disposable income. competition in the number of stylists. increase in number of aging clients.
COS	Your question needs to be more clear, I can answer this question 2 ways. how it would impact my industry in a positive way or in a negative way
COS	Decrease in disposable income
COS	Increase of licensees.
COS	1, increase in licenses and fees 2. economy getting worse 3. people moving to states with lower taxes and less regulation
COS	Decrease in income, illegal labor
COS	Decrease in disposable income. increase in licensees, increase in inflation.
COS	Possible Texas legislative changes to the property tax code may have a negative impact to the property tax professional industry. voter-approved Texas constitutional amendments are also negatively affecting appraisal districts.
COS	City and state regulations and licensing is becoming restrictive to efficient business across the board. look out
COS	Decrease in disposable income!
COS	Increase in population
COS	Forced health care decreased disposable income illegal immigrants
COS	Decrease in population in our area, low income levels, and cost of goods to work.
COS	Too much regulation by Washington. decline in right-to-work laws. too many private sector jobs and employment being taken over by government.
COS	The recession, decrease of disposable income. unemployment
COS	Decrease in disposable income, increase of clandestine barber shops in houses garages and rise of the of prices of the utilities and taxes
COS	Decrease in disposable income, increase in population.
COS	Increase in it increase in foreclosures decrease in income
COS	All I can say is that if it is as slow this year as it was last year I might just be closing the doors as well
COS	Population density increase, decreased spending power
COS	Decrease in construction increase in licensees less paperwork
COS	Population increase, hopefully a stronger economy, will help.
COS	Increase in population
COS	I am not racial, but Asian improper practices have negatively impacted our industry.
COS	The tough economy affects my business.
COS	All of these.
COS	Increase licensees
COS	Licensees
COS	Increase in population
COS	1. continuing decrease in business 2. continued increase in un-necessary regulations that will not solve the 3% of our industry that is the problem but is having a detrimental effect on the remaining 97% that are not a problem. 3. rate regulations that are coming and those that will come
COS	Decrease in disposable income & increase in license fees
COS	I would say , increase in population and disposable income.
COS	N/a
COS	Tax law changes
COS	Taxes and fees for operators; increased taxes and costs of other government programs mandated for small businesses and for the general public, and on a positive note, increased employment.

Next 5 Yrs

COS	None
COS	Decrease in disposable income increases in fees/dues trust and reliability of licensees.
COS	1) the economy recovery rate 2) unemployment rate 3) population
COS	Government mandates and onerous regulation and taxes are the only thing that negatively impact all business in Texas
COS	Too many regulatory agencies and governing bodies, decreased disposable income, frivolous lawsuits
COS	Decrease in disposable income, increase in licensees and cost of goods.
COS	Increase in licensees already have impacted the industry. we need tighter laws. construction begins soon on loop 820 and that will reek havoc. definitely the economy is having an effect on us.
COS	Decrease in disposable income. practical exam too easy, may result in less qualified cosmetologist. lack of adequate oversight of nail salons regarding sanitation and licensed and unlicensed operators working out of their homes.
COS	Increase in government intrusion limiting industry.
COS	The rise or fall of the economy. if things don't turn around and people start to build new building I will be out of work
COS	Not sure at this time?
COS	A rise in construction and a decrease in disposal income would help. we need for bankers to lend more to help small business and less government and more work.
COS	1) choice for president of the united states 2) continue change in federal policies 3) continued high unemployment
COS	Each independent contract is reasonable his own actions,
COS	More professional barber/stylist, increase in licensees, economy
COS	Increase in population
COS	Unemployment will be a long term factor as it effects disposable income as well as encouraging more people to who previously never considered our industry to join it.
COS	Increase in population increase in licensees decrease in disposable income
COS	Change the licensees every 3 years.
COS	Increase in population
COS	Price changes
COS	I am blessed with a strong clientele so I have maintained a good income even during difficult financial times.
COS	All of the above
COS	None
COS	Decrease in disposable income.
COS	Don't know
COS	Increase in licensees.
COS	The poor economy (lack of new construction), taxation on a state and federal level and health care reform
COS	All of the above
COS	Population, disposable income, taxes
COS	Increase in disposable income. increase in licensees increase in foreclosures
COS	1. more career training programs offering online training options. 2. increase in population. 3. decrease in disposable income.
COS	I foresee the decrease in disposable income as impacting our industry. it has already begun.

Next 5 Yrs

COS	The increase in number of licensees. I believe the exam is getting to easy to pass, therefore we will have more licensed professionals, who won't necessarily be great stylists.
COS	No comment
COS	Hispanic population growth. retirees in the industry.
COS	Decrease in disposable income definitely. necessity of our "skilled" workforce will be noticed more.
COS	Increase in population,
COS	Increase in cheaper less educated workers are affecting my industry right now
COS	Laws passed with out industry input. decrease in disposable income. increase in overall operating cost
COS	I am retiring so they will not impact me much.
COS	Frankly all of the above will effect us in some way!
COS	Decrease in licensees, decrease in disposable income, decrease in quality of construction due to decrease in quality people
COS	N/a
COS	N/a
COS	Increase in population increase in older population
COS	Economy//
COS	Job losses for the public people who make rules and regulations for an industry they know nothing about the current government
COS	Decrease in disposable income
COS	Changes to adopted standards increase in licensees increase in construction
COS	I have no idea. who knows what the economy will do now? I no longer practice because I cannot afford an autoclave, and think it is a stupid and unproductive ruling, as those of us who followed regulations before will continue to do so with no adverse effect on public health, while those who did not follow regulations before and endangered the public will continue to do so. shame on you for this. it punishes those of us who are legitimate and trying to support ourselves while doing nothing to address the real problem.
COS	Decrease in disposable income will be a problem for our industry as well as the practice of cosmetology in unlicensed facilities. the availability of chemical products and solutions to unlicensed persons practicing cosmetology services.
COS	Adding an apprenticeship doing away with the practical exam disposable income decreasing
COS	Increase in over-regulation by TDLR into the minutia of the business, instead of assisting in helping industry grow.
COS	Increase in jobs would impact my industry. the more money a household income receives, the more the have to spend in their local salon.
COS	Increase in population will be a factor in the united states, especially, Texas. by having a trade or skill will help the industry to increase with jobs. it doesn't matter how bad the job industry will get, people will always want the services of hair and beauty. in this day and time everyone wants to look and feel good about themselves. appearances will play a major role in how society accept the way a person look.
COS	Poorly taught students, I feel that teaching to pass a test is wrong, these students should be learning all the ins and outs of their profession, not just how to pass a state board examination.

Next 5 Yrs

COS	Decrease in disposable income, more people braiding out of their homes without a license,
COS	Increase in licensees because it would be helpful for people to go to a shop close to them instead of traveling so far
COS	Increase in population, poor economy usually doesn't affect our industry much because people will always get their beauty services before other necessities. the fashion industry is always on the rise, it almost never declines. new technologies in products are continuing to provide more and better services to offer clientele
COSMO	Lowering license fees keeping sanitation continuing end, forget the rest of the continuing ed. last but not least get your inspector on the same page. I cant believe that a state agency cant get it together. I've had some inspectors contradict what an other inspector said the time before. that is why TDLR. is disliked. having inspectors not on the same page causes people to get fines. which in turn makes the agency money hungry.
COSMO	Decrease in disposable income, increase of non licensees performing same services as mine (facials, makeup) without worry of inspections, increase in population
COSMO	Increase in licensees, decrease in disposable income, increase in the price of rental space. I think one of the most important issues that impacts my industry is the increase in the number of licensees, and that they are not prepared to work in the skin care industry. they don't know enough and just are not ready! it gives my industry a bad name, plus I'm not taken as seriously anymore when asked what I do. it is also driving the prices for services down!
COSMO	Increase in license.....in the cosmetology profession instructors really need to be teachers first! they need more hours of instruction and higher based educational fundamentals.
COSMO	1. facial schools without cosmetology 2. structured laws 3. better education and rules for schools
COSMO	A poor economy is already affecting this industry. bad publicity, i.e., nail fungus, flesh eating bacteria, has had an impact. rising cost of supplies is also a concern.
COSMO	Definitely increase in population and the economy but also new products and trends in fashion.
COSMO	I am retired and keep my license on inactive status. but I think that decreases in disposable income will impact all service industries, especially the higher priced services in lower price-range salons.
COSMO	Economic circumstances of our clients; rising prices on beauty supplies; and health care for the self employed
COSMO	In the area we are in I believe the need for a more professional industry will see a rise in complete spas and salons. I see a need for more professional and higher educated instructors. instructors are the foundation the schools are built on. owners and administrators are only as good as the teachers and there is a need for "teachers"
COSMO	Population..... construction cost ..... not enough cosmetologist willing to work at building their business...
COSMO	Decrease in disposable income, increase in unlicensed and uninspected salons and hairdressers, increase in consumer complaints regarding cleanliness and sanitation.

Next 5 Yrs

COSMO	1. increase in population 2. decrease in disposable income 3. beauty shops listed as barber shops in the phone directories and internet, especially the chain shops.
COSMO	I think that there are so many beauty school now that the market is so saturated with cosmetologist that only a very small percentage will have trouble making it in the field.
COSMO	1. improving economy to access more disposable income will improve industry 2. as more minority salons open they tend to make major decreases in price thereby lowering the quality standards 3. as license standards decrease more unskilled people are allowed in the industry making quality a thing of the past
COSMO	Laser hair removal will impact the waxing professional; decrease in disposable income is always a factor.
COSMO	Retail products sold everywhere, not just salons. more and more chop shop chains. to many stylists have a license that should not in the business.
COSMO	1. first, money is a concern for everyone and with everything tight it is possible it might get worse and that would affect the beauty industry. 2. another concern is the attempt to equalize income for everyone this may cause the people that work to stop working .
COSMO	Most importantly to me right now is the economy. if it gets better we should all benefit no matter how much licensees increase or population increases. right now there is such a decrease in disposable income that cosmetologists service can wait.
COSMO / BARB	Population will be great for schools but the decrease in disposable income and the increase in licensees in the cosmetology and barbering business.
DHC	Discount card health plans are considered a form of insurance.
DHC	Decrease in disposable income, sale of products by unlicensed establishments i.e. , (drug emporium, caves pharmacy, wall-mart stores etc.) my customers are uninterested in buying products from me because they can get it when the go to buy other things. illegal licensees.. this causes more rules on people that are legitimate
ELC	Number of illegal aliens doing electrical work
ELC	Be more helpful for those in the industry
ELC	Increase in license fees and insurance and fuel
ELC	TDLR continually escalating fees and management completely out of touch with the real world
ELC	As in my statements above. what will affect us the most in the Houston area is this safe harbor city for illegal aliens, they are doing the work that legal Americans and citizens want and do but for a fraction of the price and of course illegally. the green card worker is also doing all kinds of contracting, (framing, electrical, plumbing, concrete, drywall, tile work & flooring to name a few) it is only going to get worse as more people loose there jobs. many licensed contractors will have to move on to something else. something must be done; relax all the laws and fees completely or go after the suppliers and non licensed contractors.
ELC	Increase in population, increase in licensees, decrease in disposable income
ELC	Increase in licensees decrease in disposable income TDLR bureaucracy
ELC	Increase in licensees, decrease in disposable income, increase in population.
ELC	Decrease in disposable income inflated fines and rising cost of renewing licenses

Next 5 Yrs

ELC	Increase in licensees. decrease in disposable income bad economy
ELC	Increase of licensees and disposable income
ELC	Increase in population, licensees, decrease in disposable income
ELC	Decrease in licensees, decrease in disposable income, rising cost in supplies needed to be in compliance with TDLR.
ELC	Population! I will be increasing your licensees!! a decrease in disposable income means more income for those in my industry!!!
ELC	Decrease in disposable income...meaning save me money. increase in licensees...meaning more possible jobs, and population.
ELC	Disposable income, increase in licensees, not enough work to go around.
ELC	Increase in licensees, decrease in disposable income, higher cost of transportation will impact our industry.
ELC	Increase in construction and rise in disposable income.
ELC	Energy codes, disposable income, less construction due to no funding.
ELC	Population growth, decrease in disposable income due to increase of licensing, and lack of income due to state interference with rates
ELC	Decrease in disposable income and increase in licensees
ELC	#1 decrease disposable income. #2 decrease in qualified personal. #3 decrease in construction because of the banks not lending.
ELC	Disposable income, drop in construction, and decrease in population are the things I feel will impact the industry the most in my area.
ELC	1.increase in licensees- with 20 plus years in business, competition is at a all time high, pushing profit margins lower and lower. 2.increase in illegal contractors performing electrical work with out license. 3.decrease in disposable income is a issue, but things still need to be done regardless. it is the number of contractors you compete with legal and illegal.
ELC	Decrease in disposable income. rise in construction, increase in population.
ELC	Decrease in disposable income, drop in construction, increase in population
ELC	Decrease in income rise in construction serious increase in federal government control and deficit spending
ELC	1) increase in population may increase electric industry but probably in rehab work since new const lending is dormant. 2) increase in licensees is detrimental to the consumer because many of these contractors are transient and will only muddy the waters. 3) decrease in disposable income will adversely affect all society. property owners simply won't be able to afford electro/mechanical upgrades which may peril their properties. 4) rise in construction should be positive to the community, provided it's done at a measured pace. when the doors are open wide many outside contractors come in for a quick-buck and leave just as quickly when things slow-down, however, their work doesn't stand the test of time.
ELC	Increase in disposable income. rise in construction. availability of trained technicians.
ELC	Decrease in income, increase in pop, increase in contractors doing sub-standard and too cheap work
ELC	Increase in population, rise in income, increase in construction. I would like to start my own electrical service business.
ELC	Increase in population disposable income rise in construction
ELC	Economy...definitely increase in licensees..everyone thinks they won't to open a business and this spreads business very thin..( I live in a small town)
ELC	An increase in population and construction will definitely have a positive impact. increase in licensees will have an negative impact on my industry.

Next 5 Yrs

ELC	Increase in licensees,
ELC	Increase in licensees, means less money for older contractors, they get a license and with no overhead cut prices, so reducing wages to be able to get jobs.
ELC	Declined economy, increase in licensees,
ELC	Increase construction increase in licensees and unlicensed contractors changes in laws
ELC	Increase in population
ELC	Increase of population and increase in licensees.
ELC	Increase in population in the north Texas region.
ELC	It would have to be increase of population.
ELC	Increase in population which should increase construction.
ELC	For the schools to teach student to be more professional, we would see an increase in licensees,
ELC	Increase in licensees
ELC	Increase in population, changes in economy, increase in licensees
ELC	Increase in population, demand
ELC	Increase in licensees, closing military bases( decrease in population) & increased effect of unskilled technicians. TDLR and our colleges should increase training expectations and availability.
ELC	Increase in population, more small business to service electrical issues, with out changes in the license requirements of electrical contractors, more and more installations will be unsafe. why isn't there a license for general contractors?
ELC	Increase in road taxes, vehicle miles traveled financing, increase in population
ELC	Increase in licensees, increase in product and energy standards
ELC	More comprehensive exams, inspectors catching and fining people that are operating without a license, and increase in population
ELC	Recognizing and punishing illegal electricians; increase in population; recession continuing
ELC	The three most significant changes; in my opinion, may be and increase in population, green energy, the price of fossil fuel.
ELC	Increase in license will benefit my business because by law all licensed electrician need to be properly insured and that protects all parties involved.
ELC	I think the major work load that will be increased because of the drilling and population increase. without hands on trained people there will be a shortage of quality electricians.
ELC	Semiconductor industry outdated in Austin increase in Hispanics from Mexico allowed to work in Texas hopefully the fuel cell tech from bloom energy will help state of Texas should utilize!
ELC	More in-experienced proof inspectors hurt our clients, lower our fees and do not provide the necessary service that the clients expect/deserve.
ELC	Increase in license requirements. increase in fees.
ELC	Swimming pool technicians now being licensed, unemployment, ?

Next 5 Yrs

ELC	Construction increases always dives the economy upward with jobs and new buildings for corporate as well as the rest of society. manufacturing is real the forgotten component. this great country is on a steady decline without it and I pray for a miracle in manufacturing. I pray that the government would mandate that enough solar panels be made for every residence in the entire use. at an affordable cost of about \$5000 per 3000 sq ft. this would generate work on the home front likened the auto industry. I know this is a pipe dream but dreams are what the future is made of.
ELC	Rise in construction and increase in employment will beneficial for our industry
ELC	Rise in construction
ELC	New construction
ELC	The advance in photovoltaic energy, the increase in illegal aliens that will be coming into the construction area hence that increase in licensees, and rise in construction thus the need for more inspectors for which I personally, after acquiring icy certification, would like to apply for.
ELC	Increase in population, rise in construction and less people unemployed
ELC	Rise in construction, cost of materials, increase in population
ELC	Rise in construction and jobs right now things are just in a slump but staying positive it will come back to all of us.
ELC	Rise in construction
ELC	Rise in construction.
ELC	Construction.
ELC	Increase in population, and rise in construction
ELC	Rise in construction increase in licensees increase in population
ELC	Alternative energy demands should impact the industrial electrical field in a positive way for a long time to come in the west Texas area. from enhanced oil recovery, wind power generation, and clean power (co2 recovery) type generation plants we should see a consistent demand for maintenance and construction electricians capable of building and running these facilities. unemployment rates for electricians qualified to work in these fields should remain extremely low in this area and we should also be attracting other electricians from across the nation into this area.
ELC	Rise in construction
ELC	Rise in construction rise in consumption of petroleum products decrease in the stock market
ELC	Rise in construction increase in population
ELC	Increase in population and rise in construction will impact our industry here in riot grandee valley area.....
ELC	Rise in construction
ELC	Rise in construction
ELC	Rise in construction.
ELC	Rise in construction, increase in pop, increase in license
ELC	Increase in population, increase in licensees, rise in construction
ELC	Increase in licenses. rise in construction. two many licenses given to unqualified electricians
ELC	New construction housing starts, being able to find good licensed electricians, and material costs.
ELC	Regulating all the trades under one state entity, would greatly impact us for the good, as well as, increase in population which affects the rise in construction.

Next 5 Yrs

ELC	Increase in population, increase in licensees that are not knowledgeable in the performance of well rehab. rise in construction.
ELC	Rise in construction will definitely increase the profitability of my business. raising the CEU bar to assure the competition is fair!
ELC	Rise in construction
ELC	The rise in construction
ELC	Increase in population rise in construction economic changes
ELC	New construction picking up state of Texas funding for higher education fewer journeyman in the field
ELC	Rise in construction will effect my industry.
ELC	Rise in construction. people back to work. banks lending money to contractors
ELC	Rise in construction, increase in population
ELC	Stop unlicensed people! rise in construction
ELC	Increase in construction.
ELC	Rise in construction, increase in population
ELC	Rise in construction
ELC	Rise in construction
ELC	Rise in construction if it happens will cause the greatest impact. no work no pay
ELC	Increase in lic. is bad you already gave a bunch of people lic. when they didn't test for it. rise in construction is good only if you do your part to protect us legitimate contractors. increase in population would increase construction. the #1 thing is supporting the legitimate contractors so that they get that work and be strong in punishing the illegal contractors and electricians you catch.
ELC	1. more code enforcement to crack down on un-licensed electricians. 2. rise in construction. 3. better economy.
ELC	People having to spend hundreds or thousands to bring all up to current codes even though all would be safe as they currently were for 1 system repair or change out
ELC	1. overall lack of confidence in our federal government leading to further decline in our economy and a subsequent unwillingness to spend by customers for equipment replacement. 2. increase in non-licensed & un-insured contractors under cutting reasonable profit pricing.
ELC	Increase in taxes increased regulations rise in cost of doing business
ELC	People being able to afford the new Freon change. gas prices
ELC	Increasing fuel costs make it painful to refuel the service vehicles. health care reform enables us to maintain a healthy workforce w/o bankrupting us. more building code regulations that continually evolve to minimize energy while maintaining health.
ELC	Decreased experienced man power more rules with less enforcement price of doing business will skyrocket
ELC	1. competing with contractors not abiding by current codes in areas outside of a municipality. 2. copper wire prices 3. insurance costs
ELC	The amount of unqualified licensees the amount of unlicensed "handymen" limited amount and durations of "sweeps"
ELC	1. lack of accountability for suppliers to that equipment and products to unlicensed contractors 2. the differences between municipalities and the code requirements i.e. 2000, 2006 3. lack of technicians with proper knowledge and proficiency.
ELC	Not having the threat of TDLR imposing ridiculous fines for minor infractions

Next 5 Yrs

ELC	Illegal unlicensed Asians - working "out side of their licenses limitations (using fake if's ) also, using a mixture of m m a and "other" monomers - selling as safe
ELC	Increase in illegal workers and new gov. reforms
ELC	Population illegal aliens lack of construction
ELC	Decrease in new construction. increase in re-models. out-flux of illegal immigrants from workforce.
ELC	More inspectors.
ELC	#1 by having limited the action of just given the licenses will help to increase the quality of service . #2 by properly having people to enforce technical degree . will help on the industry to provide world wide industrial open mind to be the best. ( with tic> degree) #3 by follow the standards of having inspection with real inspectors, that have the ability to explain to others quality of what they expect and why , not just slap a red tag and given zero explanations with proper code follow up. you said the authority have the last word is wrong and managed improperly, the inspector shall be able to learn thing new and explain his experience, be more reliable and not just been the one in command . just is a thought hope it will help on the future
ELC	Influx of illegal aliens that are currently operating without license and or electrical contractors who continue to lease out their license to them.
ELC	Journeyman and apprentices electricians who contract by using a surrogate master electrician. competing with under or unqualified contractors impact on the electrical industry. the lack of enforcement for code compliant installations in the county and unlicensed electricians.
ELC	Standard state code high insurance more enforcement
ELC	Unlicensed contractors doing electrical work.
ELC	1 - further deterioration in the economy 2 - further decrease in disposable income 3 - increase in regulatory hoops to comply with
ELC	The increase in non-licensed electricians
ELC	Have more people to inspect to decrease bad work. raise the hours for licenses to make sure that people are committed to their craft have better teaching in the schools and let people leave who are not serious about the industry
ELC	1) the apparent lack of people coming into the industry. 2) the economy. 3) more people that will use unlicensed craft persons.
ELC	Increase in unemployment and federal funding will increase student enrollment
ELC	1. the internet 2. the lack of ability of anyone to police the internet online courses- i.e.: the "click through" courses are not teaching anyone anything. students refer to them as "click through." 3. consumers will learn to expect poor quality in their insurance products
ELC	The continued lack of education by the electrician and apprentice will drive the wages and quality down.
ELC	Three things that will impact me and my new business is a slowing economy trying to come up to speed, the qualified and unqualified people looking for a job, and our ability to learn from the continuing education programs.

Next 5 Yrs

ELC	Because of the economic condition, people are looking for a career that is acquired quickly and allows them out in the work force immediately. however, the quality of licensed workers has declined in recent years because of less strict licensing requirements. therefore, those of us that came up in this field 20 years ago are having to follow behind them and clean up their basic skills and knowledge. not acceptable!!!!
ELC	Changes in the immigration laws licensing of illegal aliens
ELC	Stop licensing everyone may need bond requirements
ELC	* TDLR licensing undocumented apprentices with no id or sis#. this practice has and continues to kill the competitive electrical market in Texas and supports electrical contractor's use of low paid, non-qualified illegal aliens. *the registration of apprentices and not requiring any link to a responsible master electrician. apprentices should be tracked throughout their apprenticeship. *
ELC	I e c requirements for all journeymen to be stricter for better skills and management qualifications....
ELC	Decrease in disposable income, lower quality education and exam expectations for future licensees.
ELC	Enforce your own regulations. license only legal residents of the use. hold employers accountable for electrical work done at their facilities. code enforcement appears to be non existent.
ELC	Decrease in disposable income for sure, other the price increases on equipment purchased and most of all the illegal selling of equipment to non licensed persons by companies who are only looking at their revenue growth. a number of them in san Antonio that's for sure
ELC	New technology such as solar panels, wind power, hybrid vehicles will increase the need for additional training (more than 4 hours a year) lack of enforcement in unincorporated areas and failure of school districts, hospitals, etc to employ master licensed individual to oversee construction work performed by their maintenance departments.
ELC	The number one change that will impact our industry in the lack of enforcement of the electrical licensing law by TDLR and the continual liberalization of the intent of the regulation which repeatedly allows people to receive licenses that they are not qualified for. (i.e. extending deadlines for grand fathering periods and allowing people who are "non documented alien residences" to obtain licenses. I personally know of 2 that have received master electricians license.)
ELC	Economy, changes in state laws and changes in federal laws
ELC	I don't know and I don't care. I am not going to take the continuing education this year and doubt my license will be renewed without it.
ELC	Decrease in construction will have the largest impact on the electrical trade in years to come.
ELC	Lack of qualified electricians
ELC	1. public spending trends - public looking to save money. willing to hire unlicensed contractors 2. available work - licensed and unlicensed contractors competing for the same jobs 3. over abundant labor pool - with our soldiers coming home, college graduates that cannot find jobs in their chosen careers, and unemployment at an all time high, a focus on educating the public about how to hire legitimate contractors and also about how to progress through the different steps of obtaining licenses for different trades.

Next 5 Yrs

ELC	Uncalled for government interference. [taxes, fees, mandatory continuing education fiascos]
ELC	Increased licensees economy lack of regulation for online auctions
ELC	Economy to unstable . not able to afford to offer a lot of benefits to employees. decrease in people willing to work !!!!!!!!!!!!!
ELC	Economy, regulations, product
ELC	Decrease in unemployment and a return to a growing private sector economy
ELC	I hope the economy gets better.
ELC	Age of population, economy and price competition
ELC	Whether economy in general can start to move up and keep moving forward, what will govt debt due to hold down growth?
ELC	The economy
ELC	The economy and population along with technology will be the major ones to effect the building industry. the first and the one that has to start is people have to go back to work for everything else to come together.
ELC	Home sales general economy consumer spending on electronics
ELC	Environment-economy-research
ELC	Downturn due to the economy.
ELC	Poor economy= reduced construction= lower scale wages and less jobs for licensed tradesmen.
ELC	Growth in Texarkana, more opportunities for our graduates, poor economy.
ELC	Job loss, economy decline
ELC	Rise and fall of new construction, economy
ELC	Inflation
ELC	The economy
ELC	Uncertainty due to economic crisis
ELC	President Barak Obama
ELC	Cost of insurance and doing business as a whole.
ELC	Tighter money, bad techs, increased prices
ELC	The truth... Obama out of office...??? I work industrial and it has been hit hard. this is what we think.
ELC	The recession, government spending, decreases in bank lending
ELC	Health care
ELC	Material price increases
ELC	Costs, price of oil, worker talent
ELC	The cost of shipping and handling is a problem. other problems (postage, etc.) are being off-set with computerized techniques.
ELC	Cap and trade could ruin everything. importing foreign workers is bad. more stimulus packages ruin our dollar.
ELC	Probably more government fees.
ELC	Hopefully with clean air initiatives work will pick up. clean coal and nuclear expansion in the works in the area
ELC	Reforms, recession, decrease in construction, decrease in base rate pays increase of bureaucracy
ELC	Aging of cliental .
ELC	Our governing agencies at every level are spending our money at an alarming rate. the bill will be payable soon as it should be. #2: govt. regulating our health care will be a disaster. #3 epa regulating co2 emissions and other so called climate warming laws and regs. will drag America down and have use resemble Europe while developing countries pass us by.

Next 5 Yrs

ELC	Technology, advertising media changes, lack of qualified personnel
ELC	1. lack of qualified, English speaking licensees. 2. lack of electrical trade school applicants. 3. rising cost of fuel and materials.
ELC	410a mandate fossil fuel shortages and price increases global warming
ELC	Tort reform; health care reform; changes in bankruptcy laws
ELC	The continued uncontrolled growth of government, regulations, and cost to do business from government
ELC	1) continued growth at ft. bliss Texas. 2) lack of qualified electricians. 3) cost of doing business.
ELC	Decline in residential housing market.
ELC	I'm a building insp. does not look like I will slow down
ELC	Building/construction activity safety requirements maintenance activity
ELC	Increase in air traveling passengers income, decrease in energy cost, increase in public income.
ELC	Decrease in disposable income.
ELC	The increase in population will impact the general business industry as USA. based jobs continue to be outsourced globally. the hiring of illegal immigrants will continue to impact economies in many states. I believe that these two major factors will inevitably contribute to the overall decrease in disposable income .
ELC	1.decrease in disposable income, 2. license fees, 3. increase in more technicians creating fewer clients for existing technicians
ELC	Disposable income
ELC	Education will be a good start, with an increase in population, if the construction can find some disposable income.
ELC	More jobs for people, more disposable income
ELC	Decrease in disposable income!! people are stretched to the max financially and consider our services "disposable"
ELC	Decrease in disposable income I am sure with this president.
ELC	An increase in population and a decrease in disposable income over the next five years will definitely have an impact on my industry.
ELC	Decrease in disposable income
ELC	Decrease in disposable income, competition
ELC	Decrease in disposable income will impact my industry.
ELC	Economic psychology, population decrease and increase rural vs. city, disposable income
ELC	Increase in population, decrease in disposable income
ELC	Economy, increase in population, decrease in disposable income
ELC	Decrease in disposable income
ELC	Decrease in disposable income
ELC	Increase in population, rise in construction, disposable income.
ELC	Disposable income rise in construction increase in population
ELC	1) decrease in disposable income
ELC	Tuition increases decrease in disposable income unstable economy
ELC	Decrease in income, decrease in construction, increased unemployment
ELC	Decrease in disposable income.
ELC	Increase in population increase in disposable income rise in construction
ELC	Increase in population in our area. government stopping production of r22 units, which I don't think it has any effect on the ozone layer or global warming. decrease in disposable income.
ELC	Decrease in disposable income
ELC	Economy bad much lose income is bad

Next 5 Yrs

ELC	Decrease in disposable income
ELC	Increase in licenses, and decrease in disposable income.
ELC	(1) population increase. (2) decrease in disposable income. (3) increased need for affordable legal services due to decrease in personal freedoms (constitutional liberties).
ELC	New residential construction to stay flat will be good for me a decrease in disposable income will be good for me an increase in population will be good for me
ELC	Decrease in disposable income
ELC	Decrease in disposal income
ELC	Decrease in disposable income
ELC	Decrease in income is the only one that is the biggest impact on our group. no one can afford almost anything anymore. there is no 2nd or 3rd.....
ELC	Decrease in disposable income
ELC	Increase in license I'll be at retirement age decrease in disposable income our social security is dwindling down every day
ELC	Less available income, unstable job market, too many licensees.
ELC	Decrease in disposable income
ELC	Increase in population; decrease in disposable income; funding for education
ELC	Decrease in disposable income is the only way the industry work better because lower prices in construction will increase fabrication for better world efficiency
ELC	Decrease I disposable income
ELC	In my business a decrease in income causes the homeowner to do more of their projects themselves requiring me to become an instructor. as the economy improves the customers hire electricians to do the smaller jobs which makes me feel better
ELC	Decreases in personal income
ELC	The overall economy and disposable income are the major factors affecting the electrical trade over the next 5 yrs
ELC	Decrease in disposable income will cut heavily in the electrical finish out market. fewer companies will have the required cash reserve to expand or move. loan money will become harder and harder on all of us.
ELC	Construction, disposable income & tax burdens
ELC	More rules and regulations and licensing and insurance is effecting our prices. we are having to go up just to afford everything that TDLR wants us to have.
ELC	If I can't recertify via internet I will not renew.
ELC	I do mostly new home installations, so the lack of money being loaned out by the banks will do more damage to my industry than anything else I have seen. I have builders with contracts signed over a year ago that still cannot start new homes due to the lack of receiving new construction loans.
ELC	To many apprentices. not enough journeyman. materials used in construction are cheap, and not very good quality. wages for workers continue to decline, leading to a lack of quality workers to replace the electricians retiring.
ELC	The increasing cost of power, the increasing use of on site power generation, the decreasing population of workers willing to do physical work

Next 5 Yrs

ELC	Changes in energy usage reduction requirements, changes in public understanding of energy consumption, changing technology for energy usage reduction.
ELC	N/a
ELC	None
ELC	None
ELC	All of the above
ELC	All of the above
ELC	Everything.
ELC	None that I foresee.
ELC	All of the above.
ELC	None of the above. I'm retired.
ELC	N/a
ELC	No comment
ELC	N/a
ELC	All the above
ELC	All of above
ELC	None
ELC	All the above.
ELC	All the above
ELC	Don't mess with Texas.
ELC	None
ELC	Na
ELC	Unknown
ELC	All of the above
ELC	N/a
ELC	Neutral
ELC	Do not know
ELC	All of the above. some will enhance my industry, others will dilute it.
ELC	Every thing effects the electrical industry. all the above!
ELC	Nothing
ELC	Internet on line auctions
ELC	Construction
ELC	TDLR, TDLR, TDLR
ELC	Gov intervention into areas that are nor their concern, especially the money grabs
ELC	Laws put in place by competition.
ELC	Identity theft
ELC	I feel like a little bit of each will cause a great deal of problems. there are still a lot of bootleggers out there.
ELC	Changes in code and number of contractors available in area.
ELC	Some electricians on grand father licenses not get exp. on job sites or knowledge to resolve common trouble
ELC	I will be retired in 5 years
ELC	Shrinking pool of qualified and semi-qualified technicians and installers.
ELC	The home warrantees taking advantage of the contractor who is struggling to find work by paying vary little. the home warrantees are hurting the industry and they do not need a lic. or insurance. home warrantees are not the contractors friend hard work and ethical habits will keep you working it has for me 15 years.
ELC	Unlicensed illegal immigrants working in their kitchens. population growth of people that don't speak English. taxation policies of all levels of government.

Next 5 Yrs

ELC	Increase in licensees, life extension of existing fossil-fired electric generation stations and new generation construction.
ELC	Membership with our association which is generated by the electrical industry
ELC	Increase in the utility construction(transmission lines and wind energy) and oil prices have the biggest impact with our company. its hard to get quality people.
ELC	Decrease in construction would impact my industry. journeyman electricians self contracting, master electricians selling their licenses to unqualified personnel and licensed journeyman electricians would impact my industry.
ELC	Being a municipal sign inspector it would make work easier if any company contracting was a registered contractor. also that their employees be registered licensees.
ELC	*the economic climate affecting construction costs. *vandalism and theft on construction projects. *increasing expenses: such as code requirements for arc-fault protection on almost all residential outlets; equipment costs; gas prices; taxes, etc
ELE	Legislation altering original principle of 100% of market value in peseta bill.
ELE	Weak economy, fall in construction jobs, do it yourself advice from large chain home centers
ELE	The economy
ELE	1) a shortage of qualified electricians due to the fact that wages and benefits have not kept up with the times. 2) contractors don't want craftsmen anymore, they want installers. throw it in, get paid for it, get gone. mc cable comes to mind on that one. 3) young people aren't interested in the trades anymore...wonder why? refer to items 1 and 2, who wants' to work in a job with falling wages /benefits and atmosphere of who cares?
ELE	Construction
IDR	Increase in population, decrease in disposable income, lack of increase in construction
LCI	Hob 4445/sib 1892 has lowered standards for lic because of our dysfunctional state legislature.
LCI	Inflation & rising cost of business unemployment & job security rise in taxes & labor cost
LCI	The economy!!!
LCI	Lower the fees for vs.-license
LCI	Generally when the economy is worse we have a greater number of students.
LCI	Increase in the housing market and arc lake development
LCI	Increase in population, increase in licensees, decrease in disposable income
LCI	Increase in licensees increase in overturned rulings due to non loci's
LSC	Decrease in disposable income would be the general factor. I do not feel the for profit legal services is even worth licensing. it is the same as an insurance agent providing products for a company. that's it in a nut shell.....
LSC	Lack of skilled barber school graduates enforcement of sanitation standards

Next 5 Yrs

LSC	With the rise of dm and htn, dialysis patients continue to grow at an alarming rate. pure sugar in its purest form is described a broke glass traveling through out the body, what will it take to decreases its production. registering for medical transport service needs to be on line. this would save money. workers should only need to email if difficulties arise or if caller has no computer. calling medical transport has a long wait time, it is so frustrating, to so many disabled individuals and their families.
LSC	Economy, influx of non Texan population, client knowledge.
LSC	Rise in construction,
LSC	A decrease in disposable income will impact our industry
LSC	Decrease in disposable income
LSC	Increased popularity of martial arts training increased costs of training & insurance decrease in disposable income
LSC	Population, construction, economic situation
LSC	Increase in licensees, the fines, and the most important one is the way we are able / unable to charge for our services
LSC	Increase in population, increase in licensees, decrease in disposable inc
LSC	Insurance requirements \$ cost, equipment cost. license cost, etc...
LSC	All
LSC	Rise in construction projects
LSC	1. motor clubs being allowed to use the lowest bidder tower to do the work with no real standards for doing it right. (they say they do but you can see the truth every day) 2. fuel price 3. insurance
LSC	All the above
LSC	The economy and lack of disposable income is the biggest factor for my industry.
LSC	Population. new licenses. construction.
LSC	My industry is already negatively effected due to the recent economy. many people out of work are operating as handymen and including electrical work in their duties.
LSC	Increase in licensees, decrease in disposable income, rise in construction
LSC	N/a
LSC	More people, new business, higher wages
LSC	Destruction of America in 2012.
LSC	Increase in online auctions.
LSC	Increase in litigation, improving economy, more service exposure
LSC	Rise in construction, increase/decrease in property values, tax exemption of personal property.
LSC	All of the above will affect my industry in some way.
LSC	Impact of the both the national and local economies, population change and number of licensees.
LSC	The state and federal elections over the next 3 years.
LSC	Increase in population will happen in the next five years which will require increase in residential construction. an agency should regulate these builders/remodelers to make sure they are building to standards as regulated by the icy.
LSC	Increase of CEU cost, increase I population, rise in construction
LSC	None
LSC	Keeping the government out of my pocket with all the excess fees etc.
LSC	Increase in licensees increase in living expenses decrease in wrecker bills
LSC	Increase in population, decrease in disposable income, and rise in construction.

Next 5 Yrs

LSC	Hopefully I will be retired in five years.
LSC	Technology, education and expectations
LSC	1. economy 2. green building 3. code changes
LSC	Loss of employment, increase of cost of operations, lack of increase in social security funds for aging
LSC	Population, income
LSC	Incompetent stylist decreased income creditability
LSC	Na
LSC	Water regulations, wages, copper prices
LSC	The primary anticipated change occurring in the next five years that impacts the HVACs-r is system performance issues (commissioning) and energy incentives. other changes might included excessive licenses driving down \$/ton costs making it harder to maintain profit margins and increased rise in service demand requiring labor pool stress.
LSC	Increase in population, decrease in disposable income, rise in construction
LSC	Increase in population, increase in licensees, rise in construction
LSC	Decrease of disposable income
LSC	Increase in population, decrease in disposable income , increase in licensees
LSC	Who really can predict that with this admin.!!!
LSC	Because it doesn't take much to get a hairdressing or nail license, a lot of people think it looks like easy money. they don't take their career seriously, therefore the public has little regard for a stylist! president Obama has the economy so messed up, in 5 years no one will have disposable income and if he gets his way, this will be a socialist country and we will all be working for free!!!!!!! ugh!!!!
LSC	The false advertising regarding individuals abilities and facilities. unlicensed individuals with lasers. immigrant and franchised biz populations under cutting prices. i.e. massage envy. low pay to therapists has damaged the price market and the middle guy can't survive. either high end, 60 mins @ 120.00 or 60 mins @ 49.99.
LSC	Increase in population, increase in disposable income, increase in new home construction. increase in the consumer price index.
LSC	Increase in population; decrease in disposable income; increase in government employees which will result in increase of fees and hidden taxes
LSC	N/a
LSC	Increase in population with the influx of new personnel coming to fort bliss(el Paso)
LSC	I see the increase in licensees and the decrease in disposable income as having the largest impacts on our industry in the future.
LSC	Increase in population and rise in construction
LSC	Over regulation, inflation and depreciation
LSC	1. tight economy will cause more illegal work, much of it will be incorrect and unsafe installation or repair. 2.
LSC	Increase in population, increase/decrease in disposable income, rise in construction
LSC	Stay retired. less income, thinking of returning to the work force.
LSC	Rise in construction

Next 5 Yrs

LSC	1.the products used in this industry (chemicals) 2. laws of licensure ex: braiders have ruined the braiding industry due to requirements of license & the effect it is having on the individuals hair and more importantly the scalp. just ask dermatologist. I fell as though we should not segregate the licenses. ex: specialties-nails-skincare-wigs-braiding-weaving--teach the1500/operator's course then you can specialize. just like so many other professionals-attorney, medical, etc.
LSC	Money is one of the major thing and having to pay for something you have so much is not good///
LSC	Decrease in CEU t&i programs for students at the secondary level. increase t&i teacher recruitment strategies. increase advocacy methods at the secondary school administration.
LSC	As the economy goes down people wont get the services because they have to watch there spending. as our supplies go up we have to raise our prices. our booth rent goes up and we provide all our supplies, most shops provide you with a chair with station and shampoo bowl . then they try to tell you your business.
LSC	Decrease in disposable income increase in licensees rising costs
LSC	Economy
LSC	I have been in this industry over 50 years and have worked in all aspects of our field. operator, salon owner (3), instructor, worked for a major hair care co., did platform work, reg, mgr, with a 10 state territory, working with beauty suppliers. educational dr. I have seen and been involved in all the changes. the hardest thing for a new stylist is booth rental.....that why working as an asst. would build their skills and help build a cust. base. booth rental causes many new stylist to change professions. most do not have the funds to get started.
LSC	Disposable income, population growth in area, government loans
LSC	Increase in population, and decrease in disposable income as more people need to talk to lawyers.
LSC	I believe all areas will make an impact. legal issues are not going away, and people need access to good attorneys at an affordable rate.
LSC	Delete the requirement for a license for -profit legal services
LSC	1. legal plans become available to employees pre-taxed. 2. legal/it plans become tax deductible on 1040 form. 3. more confusing laws directed towards the middle class
LSC	Increase in identity theft cases increase in foreclosures increase in unemployment and need for legal advice
LSC	Marketing more membership to everyone in this state. letting everyone know the importance of having a legal plan. making everyone aware of what we have to offer and its affordability and all the benefits.
LSC	All the changes indicated-increase in population, decrease in disposable income, rise in construction, will all result increase the need for the help or services of an attorney. consequently all the changes indicated above will result in an expansion and growth in my business-for profit legal services.
LSC	Need for legal services is not decreasing!
LSC	Decrease in disposable income
PTC	Increase in population, decrease in disposable income, rise in construction.
PTC	Taxes & fees decrease in disposable income decrease in construction
PTC	Disposable income rise in construction

Next 5 Yrs

PTC	Economy. I do work with 3 types of need. new buildings, remodel work, and mac (move, add, change) within an existing office space. this work is usually done as needed and when the economy is low the work slows down to just piece work which is "mac work" this work is small and very inconsistent and it takes many more of these then it does a medium or large scale project that would take weeks or months to complete.
PTC	Unemployment and re-employment.
PTC	Whatever
PTC	Increase in population. rise in construction the lack of qualified people coming into the industry
PTC	All of those situations will have a positive impact on my business, as pre-paid legal is not all I am licensed for.
PTC	Spell my last name right
PTC	Adoption of Adam/abe standards by do
PTC	I believe that the amount of unqualified masters and journeyman's who were handed licenses will cause a rise in insurance cost for all the rest of us.
PTC	New president, release funding to consumers,
PTC	Increase in population decrease in disposable income, rise in construction,
PTC	Retail to license holders only would give more business to the people who study and pay for a course instead of people who don't and still make more money than the one that studied for the license. its just not fair.
PTP	Property valuation and taxation seems to be reaching a ceiling and unless some other way is found to assist the property taxation school, city, and county government will not be able to function.
PTP	Our industry will always have a great need for education and my concern is rising costs for licensees. if the costs are increased significantly, fewer members of collection offices will be able to be certified.
PTP	Legislation collection of property taxes budget restraints
PTP	Budgetary pressures on appraisal districts, commercial lending woes, and overall credit crunch.
PTP	Increase in licensees.
PTP	The economy has caused many people to use any other method possible to tow vehicles and this causes my business to suffer. also with the rising costs of mainly insurance and fuel by cost of doing business goes up.
PTP	Technician certification requirements, rising utility rates, runaway equipment costs.
PTP	Economic climate
PTP	Federal regulations, economy, competition against low quality and no license workmanship.
PTP	All of these will affect my industry all the time.
PTP	Increase in licenses and student population begs a change in TDLR shears where we can grad, enroll and drop students in mass/bulks via CSU file. school's ability to edit students' program, names and socials via shears would be ideal as well. less time dealing with phone or email correspondences with TDLR.
PTP	Illegal immigrates being able to get licenses. not enough TDLR compliance officers. slowing construction.
PTP	Increase in licensees decrease in income phase-out of r-22
PTP	Rise in construction fair tax would help people would start building
PTP	Population growth, energy conservation,

Next 5 Yrs

PTP	1. lawyers prosecuting accessibility claims against property owners and designers 2. aging population requiring greater accessibility needs 3. inflexible regulatory enforcement
PTP	The economy is hurting at this time and the recovery may be slower than the government is hoping for. people are being careful with their money and new beauty salons are not being built in this area. several have closed this year in our area.
PTP	Increase in population, increase in licensees, and rise in construction will impact the auction industry in Texas and also the USA.
PTP	Decrease in disposable income
PTP	Increase in population will help the industry, increase in licenses will over populate the industry.
PTP	Complete & unbiased education of appraisers ! more Texans finding out what's going on ! will TDLR enforcement mirror the old ball game at the bate ? ? ?
PTP	Fiscal impact of legislative changes directly impacting appraisal districts
PTP	Texas legislature, Texas legislature and the Texas legislature will impact the property tax profession the most.
PTP	Increase in population increase in licensees decrease in disposable income
SCP	I believe that the change in the population will effect my business. also the amount of licenses that are issued, and the availability of products offered in all the retail stores.
SCP	Decrease in disposable income, rise in unemployment and inflation.
SCP	Wage cuts is hurting county of el Paso employees and it is expected to continue. I truly believe that the budget was not handled appropriately.
SCP	Decrease in disposable income
SCP	Rise in construction would be nice
SCP	Inflation, overall economy, price of gold.
SCP	No comment
SLS	Population and new licensees
SLS	Increase in licensees decrease in disposable income increase in population
SLS	Obama and his thieves
SLS	Fuel prices-drive the cost up on deliveries leniency of licensing requirements demise of the independent operator
SLS	New jobs, and Washington!
TAL	1) the rise of the internet and new technology have changed the way talent agencies submit talent for consideration of auditions and bookings. this fact must be taken into account with regard to regulations. 2) these changes have made a "global" economy more "local." thus, there are many out of state individuals who are working in the Texas market, without proper supervision and regulation. 3) ongoing development and training is expected of talent, and qualified/credentialed professionals should be legally allowed to participate in the process of developing and training talent. however, there are many "scammers" out there who trick unsuspecting talent with their methods, and are not qualified to train talent. more of these folks are blowing into Texas. the process should not be outlawed, but better regulated.

Next 5 Yrs

TAL	Pay to play sites (like voices 123, voice bank) traditional advertising no longer a standard (web ads/mobile etc have taken it's place) and no rates are in place. quantity has taken the place of quality (due to technology more "agents" & voice talents are setting up shop and playing a numbers game to bring the rates as low as possible. anyone can set up as an agent outside of Texas and rep talent for projects across the country regardless of where the talent live. please call if you'd like a better explanation.
TAL	Decrease in income increase in population rise in construction
TAL	Our industry will grow over the next five years, and more people will require licenses.
TAL	Unlicensed or insured a/c jacklegs and supply houses that sell to them.
TALENT	Employee requirements, decrease in disposable income, lack of qualified talent pool
TOW	No move over law for tow trucks that are working accidents. rising costs of being in the towing industry in Texas and TDLR regulating our rates when they do not regulate the rates for beauty shops and barber shops or as far as I can tell, anything else that they govern.
TOW	The increased cost of doing business due to new laws initiated by TDLR, the state of the economy (i.e. job layoffs) and the added expense of the unreasonable fines that TDLR charges the towing companies for not following the letter of the law. most of the towing companies are small businesses and \$1500 and up fines can bankrupt a small business.
TOW	Continued increase in the cost of equipment, continued increase in the cost of licensing and increase in the use of motor clubs
TOW	I believe the rise in population and in the construction industry here in our great state of Texas will not only have an impact on our business but will impact businesses across the state for the good of our economy here in Texas.
TOW	It should enhance my industry.
TOW	A big decline in the consistency of standards for graduating licensees. a lack of being able to find people fluent in English when employees speak in a foreign language to each other while servicing clients we lose a lot of business because clients don't like it. I can't do anything about it because they say I am not honoring their civil rights.
TOW	Increase in licensees, economy, and prices of products and tools.
TOW	Increase in number of worksite employees in Texas
TOW	Increase in population increase in licensees
TOW	Decrease in disposable income
TOW	Increase in population, tax breaks in the county I'm in and the growth in businesses in our county.
TOW	*increase cost of licenses and or permit fees *continuing changing of sign and invoicing required. after time and money have been spent on up dating changes. and not giving enough time to use our old invoices before changes are enforced. *continuing education hours when I am the owner/wrecker driver for the company and can not be gone for hours at a time.
TOW	Increase in new business started in Texas.
TOW	Increase in unemployment, increase in population, and increase of vehicle owners.
TOW	Decrease in disposable income increase in licensees
TOW	Increase in fees, failure to control unlicensed operators and decrease in disposable income
TOW	I'm not sure what disposable income is. how can you explain that to me.

Next 5 Yrs

TOW	These 4 will definitely impact my area. increase in population is always good.
TOW	In a good or bad way?
TOW	Increased population, rise in construction
TOW	Increase in pop. increase in income increase in licensees
TOW	Lack of qualified employees decrease in disposable income regulations passed down by our federal government
TOW	Federal funding state funding local economy and employment
TOW	1. increase in population 2. more construction 3. more new housing starts
TOW	Better economy new president
TOW	Don't know
TOW	Any increase in population, an construction is great , the more people the better. an as long as people want, an or have to look good, we doing great.
TOW	Regulation and/or the failure to initiate reasonable rules regarding towing and storage, increase in population, increase in overhead costs like fuel, insurance, and the failure of governmental agencies to allow reasonable towing and storage charges to be charged.
TOW	Increase in population.
TOW	Foreclosures, rise or fall of new construction
TOW	1) increasing requirements for licensing. 2) escalating fixed costs. (i.e. insurance, utilities, property taxes 3) economic downturn in general
TOW	Insurance, taxes, government oversight
TOW	TDLR needs to be taken away or fines need to be to those that are malicious and fraudulent but not to those that make 1 clerical error that your inspector wasn't even aware of.
TOW	1.income reduction could be a major factor. 2. additional burdensome regulations could impact operational cost as there appears to be a stream of more inspections occurring. 3. reduction of available clients both new and old.
TOW	All will effect it one way or another
TOW	No comment
TOW	Construction-increase in licensed persons-loss of disposable income.
TOW	Increase in licensees, rise in construction, etc ( there is not much)
TOW	No comment.
TOW	Decrease in qualified licensees, competent people are hard to find in this industry
TOW	Decrease in disposable income.
TOW	N/a
TOW	Decrease in population and increase of licensees
TOW	Tight economic situation
TOW	Only one change, more inspection.
TOW	My "industry' is the us military. 3 things that will impact us over the next five years 1 how many countries we are at war with 2 public opinion of our soldiers 3 funding for promises to our soldiers and veterans
TOW	Economy
TOW	1-increase in population 2-rise in construction 3-economy rise
TOW	The economy has and will have the largest impact on our industry. regulatory agencies, legislation, and education, both locally and statewide, will play a large role in how we proceed.
TOW	Increase in licensees, with not enough field experience, but know enough to get people hurt or property damaged.
TOW	Unemployment. economy. license fees.

Next 5 Yrs

TOW	Population growth, greener technologies, and less local support.
TOW	Increase in population, increase in licensees, & rise in construction
TOW	People having less money, but so far it has not effected me very much. I had such brilliant training that my customers remain steadfast and loyal, and the training taught me good business in all types of economy.
TOW	I.e.
TOW	Rise in construction and costs
TT	The increased intrusion of government into the towing industry.
TT/VSF	Fuel prices. all the ids we have to have
TT/VSF	1.) escalating costs in equipment purchases, insurance premiums, fuel 2.) increase in licensees, ( both company and questionable individuals) and the associated fees with such licensing 3.) lastly, the change this industry needs in the publics eyes from the ever common stereotype, trim it out !!!!
TT/VSF	Economic downturn, lack of quality licensed drivers, too many wrecker companies offering free services and advantages that I as a small company cannot ad will not offer. I stand no chance.
TT/VSF	Increase in licenses, decrease in disposable income, and the cost to operate a tow and storage facility
TT/VSF	I do only pp tows, so understand mine are different than most. 1. setting pp tow cost artificially low, so TDLR can be politically correct. no one at TDLR fights for our industry. their only worried about the politics of it all. 2. tow companies operating out side of, and violating the law, while TDLR does nothing but punish the legitimate companies with "Mickey mouse" rules and fines. 3. too damn many rules !!!!!!!!
TT/VSF	We are in a town which only has 2 legal tow companies so we are looking forward to the next 5 years.
TT/VSF	Costs (fuel, insurance, fees),hiring employees, dealing with government regulations
TT/VSF	Road construction decrease in disposable income increase in chop shops
TT/VSF	State regulation of fees increases in cost due to regulatory compliance requirements cost of maintaining insurance
TT/VSF	1) rise in costs 2) decrease in revenue 3) increase in towing companies in the area
TT/VSF	The charges to towing companies for increases in fuel costs, increase in equipment costs and requirements to comply, salaries
TT/VSF	Better educated law enforcement and city governments. better public education and positive media. increases in commercial insurance prices even though it should be decreasing with the stronger regulations and requirements to be tow operators in Texas.
TT/VSF	Increase in population federal unemployment practices rise in equipment costs
TT/VSF	Industry will shrink if small business taxes continue to go up. also, the heavy regulation of towing may cause the industry to shrink.
TT/VSF	I would lower all wrecker licensees fee to be a wrecker service, also people that teaches classes to lower their fee they are to high, also just like some other licensees group they do have to do a class to renew their license, so wrecker service should have to do it either, and TDLR needs to not be so hard on wrecker services
TT/VSF	Rise in construction cost and material cost including operating cost such as fuel, insurance, tools and equipment, seems like we are having to go longer distances for less profit.

Next 5 Yrs

TT/VSF	Regulated tow/vehicle storage facility rates across the state; adding more mandates that make it difficult to stay in this business
VSF	The increase in licenses and the decrease in the impound rate. they new up date law state they it will not effect us then it sates that you didn't have to look in that that because your law says you don't. company are having trouble staying open and you want to lower the fee how would that help the company out and you say it wont impact the companies that a lot of crap.
WWD	Decrease in income decrease in available public funding decrease in private funding
WWD	Decrease in disposable income - our costs are going up but not our prices - people can't afford...our population is subject to decrease as navy base will close (less demand)
WWD	Increase in population
WWD	Rise in construction, water district rules, changes to the rule of capture.
WWD	Stiffer regulation of groundwater usage, inability to find quality help, and rising costs of doing business (insurance, workers comp, equipment)
WWD	Population change and use of ground water as primary water supplies will have greatest impact. water mining in the Oglala and selling to dew by Boone Pickens the worst impact.
WWD	1. water resource legislation and regulation. 2. slower economic growth. 3. changes in emphasis among particular types of water resources.
WWD	1. changes in water use regulations, which is already happening. well spacing rules have stopped new drilling of wells. 2. fuel and equipment operation costs. 3. farmer and dairy profits limiting their ability to replace and repair pumps and wells. all of our sales are by necessity only. you cannot create a desire for a new pump.
WWD	It's hard to say. oil production for us.
WWD	Not sure
WWD	I'm not to sure on that. I'm still thinking about if I want to still be into electrical work. I really don't like the new change.
WWD	Declining water table / increase in population
	The increase of green jobs applications. the increase of power plant construction. the increase of electrical jobs in all areas requiring licensed personnel. there is a gap in the industry of the number of people who know the nuts and bolts of the electrical industry and what needs to be done especially in the rural areas.