

**CALIFORNIA
BOARD OF BARBERING AND COSMETOLOGY**



JULY 14, 2025

**APPRENTICE TASK FORCE
COMMITTEE MEETING**

**California Tower Building
3737 Main Street
Arlington Room #200
Riverside, CA 92501**



**CALIFORNIA STATE
BOARD OF BARBERING AND COSMETOLOGY**

**APPRENTICESHIP TASK FORCE
MEETING NOTICE AND AGENDA**

Monday, July 14, 2025

**California Tower Building
3737 Main Street
Arlington Room #200
Riverside, CA 92501**

**09:00 am - Until
Completion of Business**

AGENDA

Action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the Task Force and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

OPEN SESSION:

1. Call to Order/Roll Call (**Tonya Fairley**)
2. Executive Officer's Opening Remarks (**Kristy Underwood**)
3. Discussion and Possible Recommendations Regarding the Report on the Status of the Apprentice Program
4. Discussion and Possible Recommendations Regarding the Length of Apprentice License Currently at 3200 Hours
5. Public Comment on Items Not on the Agenda
Note: The Board may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 1125.7(a))
6. Suggestions for Future Agenda Items
7. Adjournment

*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Board taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Board, but the Board President may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Board can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).

The meeting is accessible to the physically disabled. A person who needs disability-related accommodation or modification in order to participate in the meeting may make a request by contacting: Monica Burris at (279) 280-8517, email: monica.burris@dca.ca.gov, or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request is a least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.

Agenda Item

No. 1 - 2

No Attachments



MEMORANDUM

DATE	July 14, 2025
TO	Members, Apprentice Task Force
FROM	Kristy Underwood, Executive Officer
SUBJECT	Apprentice Overview

The Board of Barbering and Cosmetology has found significant issues with the apprentice program. These issues are described in detail in the attached Report on the Status of the Apprenticeship Program that is under review with the Board.

The Board has developed the task force to provide feedback, based on the report, on potential legislative changes that will be requested via the Boards sunset review. Specifically, the task force should discuss the following proposals:

1. The Board will clarify in statute that an apprentice must be an employee.
2. Clarify that no fees can be charged to an apprentice other than textbooks and minimum equipment.
3. Eliminate an approved sponsor from franchising out their approval.
4. Require the program sponsor to verify that the establishment where OJT is taking place maintains workers compensation insurance, offers all services within scope, and ensure apprentice receives an hourly wage.
5. Prohibit a financial contract between a program sponsor and an apprentice.
6. Prohibit an apprentice from being paid by commission or from being a booth renter.
7. Require program sponsors to pay a fee for an initial application and to renew every two years with a fee.
8. Allow the Board to issue an immediate suspension if violations of this chapter are warranted that would stop enrollment until a formal action is adjudicated.
9. Future process to improve pass rates.

Board of Barbering and Cosmetology
Report on the Status of the Apprenticeship Program
DRAFT REPORT 5-2025

The Board of Barbering and Cosmetology (Board) offers an apprenticeship program as a pathway to licensure. This program allows an individual to receive on-the-job training while also receiving classroom training. There are several components to the apprenticeship program as well as several entities that provide oversight.

Throughout the past several years, the Board has seen significant issues develop within the apprenticeship program, these are:

- Tuition and Fees
- Low Passage Rates (Especially Spanish Pass Rates)
- Training Facilities/Academies
- On the Job Training Concerns
- Funding
- Wages and Workers Compensation
- Overall Success of the Program
- Board Dedicated Resources

Apprenticeships and Oversight

This report is intended to address the issues noted above, however, it is important to understand the background of apprenticeships and the oversight of the programs.

What are Apprenticeship Programs?

An Apprenticeship Program is a work-based learning model that combines paid on-the-job training with classroom instruction to prepare for skilled careers. Apprenticeships are a partnership between the industry, education, and government.

Who has Oversight?

The Apprenticeship Program has multiple agencies that play a role in the oversight of the program:

- The Board of Barbering and Cosmetology
- The Division of Apprenticeship Standards (DAS)
- Local Education Agencies (LEA)

The Board:

The Board issues an approval to a Program Sponsor to offer an Apprenticeship Program. The Apprenticeship Program must first be approved by DAS before the Board will approve it. Program Sponsors must follow the Shelley-Maloney Apprentice Labor Standards Act of 1939 which is part of the CA Labor Code. For the Board to approve a Program Sponsor and program, the following must be provided:

- A completed application
- Proof of DAS approval
- A detailed outline of the training program
- A copy of the apprenticeship agreement

No fee or renewal is required for the Program Sponsor application process.

The Board also issues a license to an apprentice. A person who enters into an agreement with an approved Program Sponsor first completes a pre-apprentice training course for basic patron protection. The apprentice then finds an establishment and a trainer that are willing to take them on as an employee and as an apprentice and provides that information to the sponsor. The Program Sponsor then submits all the paperwork for the apprentice to obtain the license from the Board. The apprentice license is issued for two-years. The total requirement for an apprentice to complete a program is 3,200 hours of on-the-job training over that two-year period. The apprentice is required to work a minimum of 32-hours per week and not exceed 42 ½ hours and attend in-person classes ranging from 216-220 classroom hours, referred to as related training hours or related supplemental instruction (RSI).

Once the program is complete the apprentice can apply for the examination to become fully licensed.

During the two-year term, many changes may occur. The apprentice can change employers or trainers multiple times during the two-year program. Each of these processes, requires a form to be submitted to the Board by the Program Sponsor and a new license must be issued. The Board has no authority to charge for any of these tasks. The only fee the Board receives for all apprentice activities is the \$25.00 processing fee for the initial apprentice license.

The Division of Apprenticeship Standards:

The Division on Apprenticeship Standards (DAS) is a division within the Department of Industrial Relations. The DAS creates opportunities for Californians to obtain skills leading to gainful employment and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

The DAS carries out this mission by administering California apprenticeship law and enforcing apprenticeship standards regarding wages, hours, working conditions, and the specific skills required for state certification as a journey person in an occupation that is appropriate for apprenticeship.

The DAS approves Program Sponsors and their programs, as well as registers apprentices.

The Local Education Agency:

A Local Education Agency (LEA) is a local entity involved in education, including but not limited to school districts, county offices of education, district funded charter schools, etc. Program Sponsors must have an LEA that they are working with and the LEA provides some oversight of the RSI hours and the facilities where the RSI is offered.

Federal Apprenticeship Programs:

The U.S. Department of Labor also approves apprenticeship programs. This would allow a program to operate in other states. In California though, a sponsor must be approved by both the Board and the DAS in order to allow an apprentice to qualify for the examination.

Review of Issues

#1 Tuition and Fees

An apprenticeship program allows an individual to earn while they learn. It is an alternative to traditional school. However, Board staff have found that apprentice programs are charging the apprentices tuition fees. Labor Code section 3091 provides, “[a]cceptance of an application for entrance into an apprenticeship training program shall not be predicated on the payment of any fee. Reasonable costs for expense incurred may be charged after an applicant has been accepted into the program.” Nonetheless, some approved programs appear to charge fees in excess of that permitted under the Labor Code, including:

- Enrollment Fee
- Registration Fee
- Attendance Records
- On the Job Training (OJT) Logs
- Tuition Fee
- Late Fees and Payment Plans with Interest on Tuition
- Penalty Fees – Apprentice being out of uniform
- Administrative Fees and Fines – Records requests and printing costs per page

Some programs are withholding completion forms for apprentices who owe money on their tuition and/or fees.

In 2022, Board staff found the fees that are charged to apprentices in various programs can range from between \$5,500 to \$20,508. These fees include tuition, books, and various other fees.

In March 2025, Board staff spoke with 115 apprentices and found the following:

- 25 apprentices stated they paid \$2,500 to \$2,800
- 7 apprentices stated they paid \$3,000 to \$3,500
- 2 apprentices stated they paid \$4,000 to \$4,500
- 28 apprentices stated they paid \$5,000 to \$5,900
- 19 apprentices stated they paid \$6,000 to \$6,500
- 22 apprentices stated they paid \$7,000 to \$7,500
- 4 apprentices stated they paid \$8,000 to \$8,500
- 5 apprentices stated they paid \$9,000 to \$9,500
- 3 apprentices stated they paid \$10,000

- 2 apprentices stated they paid \$15,000

This information was provided to both the DAS and the LEA and no action has been taken.

In July 2022, the Board, DAS, and the Bureau for Private Postsecondary Education (BPPE) authored a joint letter to all apprentices. The DAS portion of the letter stated:

At any establishment where an apprentice is employed, the apprentice is an employee who must be covered by workers' compensation insurance (Lab. Code, §§ 3351, 3700) and paid at least the applicable wage package stated in the approved apprenticeship program standards. (Cal. Code of Regs, tit. 8, § 208.) Apprentices are being trained under a learn-and-earn model and their participation should not entail significant costs, because any costs incurred by an apprentice for their training must be "reasonable." (Lab. Code, § 3091.) Training programs for which participants must pay unreasonable sums are not apprenticeships as defined in the law.

Unfortunately, there is no clear limit on what an apprenticeship program can charge and the legal standard permitting "Reasonable costs" is difficult to enforce.

#2 Low Passage Rates (Especially Spanish Test Takers)

The apprentice program has struggled for years in educating individuals to meet the minimum standards of licensure. This is evident in the passage rates for each program. In a review of pass rates from 2019 to 2024, the following average pass rates were found:

License Type	Pass	Fail	Total	Pass %
Barber	947	1,630	2,577	37%
Cosmetology	1,346	2,185	3,531	32%

The apprentice program is often utilized by Spanish-speaking individuals. Based on the examination results from 2019 through 2024, 40% of apprentice cosmetology test takers are Spanish speaking, while 17% of apprentice barber test takers are Spanish speaking.

APPRENTICE SPANISH EXAMINATIONS 2024

License Type	Pass	Fail	Total	Pass %
Barber	24	59	83	29%
Cosmetology	63	229	292	22%

APPRENTICE NON-SPANISH EXAMINATIONS 2024

License Type	Pass	Fail	Total	Pass %
Barber	292	372	664	44%
Cosmetology	199	334	533	37%

There are many factors that could be attributed to the low passage rates. One significant difference between the apprentice program and traditional schools is the theory education or the classroom education. Apprenticeship programs are required to conduct related training in the classroom and the requirement is 216 hours for barber and 220 hours for cosmetology.

The theory portion of any educational program is critical to the success of an applicant. This is where the apprentice will learn the “why” of a topic as opposed to just the “how”. As the Board’s main goal is consumer protection, there is a strong need for the theory portion of the program. The Board is concerned with how safe a licensee can perform a service and not necessarily how good the service is. For example, a client may want their hair a specific shade of blonde and the licensee was not able to fulfil this request but in providing the service, professional standards were followed, and no harm was caused.

In addition to the minimal time in the classroom and the minimal time learning the technical aspect of the profession, the following are also possible contributors to low pass rates:

- Lack of oversight of the related training and no instructor requirements
- No requirement for Spanish speaking students to be provided education in Spanish
- No requirement for Spanish speaking students to have the Spanish approved textbooks
- Sponsors are franchising out their approval (See Issue #3)
- Unknown if there are any pre-admittance requirements for an apprentice that is verified by a Sponsor (i.e. 10th Grade Education)

#3 Training Facilities/Academies

One of the most significant issues in the apprentice program is the increase of “training facilities”. These are locations that have been approved by the program’s LEA to provide the required related training (classroom theory education). Over the past several years, there have been more and more training facilities that are now operating as approved apprentice programs. These facilities claim to be a “franchise” or an “affiliate” of an approved Program Sponsor. The facilities are advertising, enrolling, contracting, and charging potential apprentices under their own business name and not under the approved Program Sponsor. In fact, most apprentices that have contracted with these training facilities have no idea who the approved Program Sponsor is. These training facilities are operating as Approved Sponsors, and many are targeting Spanish-speaking individuals.

Most of these training facilities are licensed establishments. Therefore, when the Board does an inspection there are licensed apprentices working with trainers and there are no violations. If the BPPE does an inspection to determine if it is an unlicensed school, the facility states they are affiliated with an approved Program Sponsor and are not a school.

On August 7, 2024, a letter was sent to all of the identified training facilities to advise them that they cannot operate as an approved apprentice Program Sponsor unless approved by the Board and the DAS. It is acceptable for these facilities to provide the related training, however they have no authority to advertise, enroll via a contract, or charge a fee to a potential apprentice. The Board mailed 29 letters and did not receive any responses. The Board also sent a letter to all approved Program Sponsors advising them there is no authority that allows them to franchise out their approval.

In 2024, the Board documented 76 “training facilities” listed as an RSI locations for approved programs. Approximately 40% of these training facilities are enrolling their own apprentices, under their own business names and collecting monies paid by the apprentice.

#4 On the Job Training Concerns

An integral part of being an apprentice is to earn while you learn. An apprentice is a full-time employee who should be regularly supervised. An apprentice program for many other industries is established to hire an individual as an apprentice and then ultimately hire them once their apprenticeship is completed. In the barbering and cosmetology industry, one of the main forms of workforce is booth rental which means that often these employers are bringing on an apprentice knowing that they will only have them for a short amount of time.

Board staff is finding that, often, the apprentice is not receiving training on the job at all and is being utilized as a full-time licensed employee. The staff regularly finds:

- Apprentices left alone in establishments providing services
- No required on-the-job training logs are available
- Required on-the-job training logs are being pre-filled out
- On-the-job training logs are being completed at the end of the program as opposed to throughout the program.
- No supervision or training is being provided.

In addition, the only requirement for a trainer is that they hold a valid license and that they have no outstanding fines or formal discipline. The trainer often does not understand that they are agreeing to provide training and simply sign off to bring the apprentice on board.

#5 Funding

There are various opportunities for funding for apprenticeship programs. These range from federal funds and state funds that are intended to off-set the cost of administering the program. **Below are examples of funding that many programs receive:**

1. **Reimbursement for related training hours.**
A program sponsor can submit an invoice to their LEA and receive a reimbursement for each apprentice per hour of related training. For example: Cosmetology requires 220 hours of related training, if the reimbursement is \$9.00 an hour, the sponsor can invoice their LEA 220 hours X \$9.00 = \$1,980 that would be provided to the program sponsor per apprentice.
2. **Workforce Innovation and Opportunity Act (WIOA)**
The WIOA funds are federal funds intended to off-set the cost of administering an apprentice program. WIOA funds are available via the Employment Development Department through CalJobs training programs. For example, one program is currently listed on the CalJobs list as charging a tuition of \$10,000. This program has received this amount 33 times.
3. **Apprentice Innovation Funds (AIF)**

The AIF are state funds that are awarded by the DAS. A review of the DAS website shows that two programs have received AIF funds, with one of these programs receiving \$484,375.00. For this same program the Board has confirmed that they are charging \$7,500 tuition. AIF funds are awarded based on enrollment of apprentices and not the success of the program.

There are no “checks and balances” to ensure that a program sponsor is not receiving funds for the same apprentice that was required to pay tuition. Most importantly, there should not be tuition but regardless of how many times the Board has reported this to other entities, minimal to no action has been done.

Some programs are receiving WIOA funds, AIF funds, related training funds and charging tuition and the apprentices never apply for the examination or fail the examination.

#6 Wages and Workers Compensation

All apprentice employers are required to provide an hourly wage to the apprentice and the establishments are required to maintain workers compensation insurance. During several interviews with licensed apprentices, the Board learned that apprentices are:

- Paid under the table
- Paid only based on the services provided
- Establishments do not have workers compensation insurance

The Board spoke to 103 apprentices who reported:

- 52 are booth renters
- 27 are paid by commission only
- 17 are paid only by the service provided
- 7 are not paid at all

The Board’s statutes and regulations have no requirements for an establishment to provide proof of insurance or proof that an apprentice is an employee receiving a hourly wage.

#7 Overall Success of the Program

The issues addressed in this report raise the concern regarding the overall success of the program. In a review of the data, it was found that very few individuals that receive an apprentice license ever apply for the examination.

From 2018 to 2021, 47% of individuals that received a barber apprentice license, never applied for the examination.

BARBERS	2018	2019	2020	2021
Apprentice Licenses Issued	882	804	764	1224
# That Applied for Exam	432	377	436	689

# That Never Applied for Exam	450 (51%)	427 (53%)	328 (43%)	535 (44%)
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From 2018 to 2021, 42% of individuals that received a cosmetology apprentice license, never applied for the examination.

COSMOTOLOGY	2018	2019	2020	2021
Apprentice Licenses Issued	725	771	533	788
# That Applied for Exam	394	402	350	499
# That Never Applied for Exam	331 (46%)	369 (48%)	183 (34%)	289 (37%)

#8 Board Dedicated Resources

The Board must dedicate a significant number of staff to address the apprentice program. The Board currently has 51 complaint cases under investigation. There is one full-time Special Investigator that handles these investigations. The Board has 2 full time staff dedicated to the licensing functions of the program. In addition, one manager, the Deputy Executive Officer and the Executive Officer are dedicating 50%-90% of their time to dealing with apprentice program issues.

Discussion

The Board should discuss options on how to proceed with the apprenticeship program.

Apprenticeship programs have been operating for many years in various industries. It can be a valuable tool for an individual to earn while they learn to ultimately achieve lasting employment.

The following questions are provided to assist the Board's discussion:

1. Should apprenticeship be maintained as a pathway to licensure for the barbering and cosmetology industries?
2. What is the advantage of an apprentice (earn while you learn) program when the pass rates are so low, tuition is high, booth rental is often the only option, and it is more than double the amount of time an individual would spend in a traditional school?
3. Should the Board pursue legislative changes that will allow oversight and stricter requirements for the apprentice program as well as funding to support the extensive amount of work required by staff?

The Board does have some authority to develop stronger regulations for the program, however, resources must be considered. Board staff are currently re-directed from other mission critical programs to handle the issues and investigations that are generated from the apprentice program.

Possible Statutory Recommendations

Board staff have prepared the first draft of possible legislation that we believe would strengthen the program.

1. Amend section 7332 to make it clear that an apprentice is an employee and must earn a wage.

7332.

(a) An apprentice is any person who is licensed by the board, and employed by a licensed establishment and earning an hourly wage, to engage in learning or acquiring a knowledge of barbering, cosmetology, skin care, nail care, or electrology, in a licensed establishment under the supervision of a licensee approved by the board.

2. Amend section 7333 to clarify the conduct of an apprentice training program. This recommendation includes specifications that no fees can be charged, no franchising out the sponsor's approval, clarifies that the sponsor must ensure the establishment has worker's compensation insurance, the establishment provides all services in the scope of practice of the apprentice, that the apprentices are receiving a wage, specify that a sponsor cannot enter into a financial contract with an apprentice, and specifies that the apprentice cannot be paid by commission or rent a booth in an establishment.

7333. Conduct of Apprentice Training Program

(a) The apprentice training program shall be conducted in compliance with the Shelley-Maloney Apprentice Labor Standards Act of 1939, Chapter 4 (commencing with Section 3070) of Division 3 of the Labor Code, according to apprenticeship standards approved by the administrator of apprenticeship. A copy of the act shall be maintained on file with the board.

(b) In the conduct of the apprentice training program, there shall be no fee's charged for an individual to participate in the apprentice program, other than fees for textbooks and required minimum equipment.

(c) An approved program sponsor shall not franchise, sponsor, or loan their approval. All enrollments between and individual and a program sponsor shall be done only with the approved program sponsor.

(d) An approved program sponsor shall verify that the establishment where on-the-job training is being completed maintains worker's compensation insurance, provides all services that are within the scope of practice of the licensed profession, and ensure that the apprentice is receiving an hourly wage.

(e) An approved program sponsor shall not enter into any financial contract with an apprentice for any reason.

(f) In the conduct of the apprentice program, an apprentice shall be treated as an employee and shall not be paid by commission and must earn an hourly wage. An apprentice shall not rent a station within the establishment.

3. Add section 7333.1 to clarify the Board's process for approving a program sponsor which shall include a fee and a renewal.

7333.1 (a) The Board may issue an approval to operate an apprenticeship program to a joint apprenticeship committee, unilateral management or labor apprenticeship committee, or an individual employer wishing to conduct apprenticeships in barbering, cosmetology or Electrology and they shall be known as apprenticeship program sponsor.

(b) An applicant seeking board approval as an apprenticeship program sponsor to conduct apprenticeships in barbering, cosmetology or electrology shall:

- (1) Submit a completed application and fee for board approval of its apprenticeship program and identify the subject matter of the apprenticeship. The application for apprenticeship approval shall be signed by the individual employer or, where the program sponsor is not an individual, by a responsible officer of the organization.
- (2) Submit proof that the program sponsor is approved by the California Apprenticeship Council to offer the apprenticeship.
- (3) Submit a detailed outline of the proposed training program which demonstrates compliance with the apprenticeship regulations contained in this article.
- (4) Submit a copy of the agreement between the program sponsor and the apprentice (hereafter know as the "apprenticeship agreement"). The apprenticeship agreement shall comply with the provisions of the Shelley-Maloney Apprenticeship Labor Standards Act of 1939 (Labor Code section 3070 et seq.) and the regulations adopted pursuant thereto.

(c) An apprenticeship program sponsor shall notify the board within 10 days of any changes to the information filed with the board in accordance with subsection (b) of this section for board approval.

(d) An approval for a program sponsor shall be valid for two-years and shall be renewed by payment of the renewal fee established by the Board.

4. Add section 7333.2 to clarify the Board's process to take disciplinary action against an approved program sponsor who is found to be in violation of the Boards laws and/or regulations including immediate suspension of an approved program sponsors ability to enroll new apprentices.

(a) Notwithstanding any other law, the Board may revoke, suspend or deny approval of a program sponsor, in a preceding that shall be conducted in accordance with Chapter 5 (commencing with section 11500) of Part 1 of Division 3 of Title 2 of the Government Code, when a program sponsor has engaged in paragraphs (1) to (4)

- (1) Unprofessional conduct which includes, but is not limited to, any of the following:

(A) Incompetence or gross negligence, including repeated failure to comply with generally accepted standards for the practice of barbering, cosmetology, or electrology, or disregard for the health and safety of patrons.

(B) Repeated similar negligent acts.

(C) Conviction of any crime substantially related to the qualifications, functions, or duties of the of an approved program sponsor, in which case, the records of conviction or a certified copy thereof shall be conclusive evidence of the conviction.

(2) Repeated failure to comply with the rules adopted by the board for the regulation of board-approved program sponsors.

(3) Repeated failure to comply with the Boards statutes pertaining to the apprentice program.

(4) Any action or conduct that would have warranted the denial of a program sponsor approval.

(b) Notwithstanding any other provision of law, the executive officer or his or her designee, pursuant to an investigation where violations of the Act and Regulations have been found and a citation issued, may, without advance hearing, suspend temporarily an approval of a program sponsor issued under this chapter if, in the opinion of the executive officer or his or her designee, the action is necessary to protect the apprentice from fraud and misconduct. The suspension shall be effective upon the executive officer or his or her designee providing written notice of the suspension to the approval. The suspension shall prohibit the program sponsor from enrolling new apprentices until a final decision is received on formal discipline.

5. Amend section 7334 to require a copy of the apprenticeship agreement be attached to the application for an apprentice license.

7334.

(a) The board may license as an apprentice in barbering, cosmetology, skin care, or nail care any person who has made application to the board upon the proper form, has paid the fee required by this chapter, and who is qualified as follows:

(1) Is over 16 years of age.

(2) Has completed the 10th grade in the public schools of this state or its equivalent.

(3) Is not subject to denial pursuant to Section 480.

(4) Has submitted evidence acceptable to the board that any training the apprentice is required by law to obtain shall be conducted in a licensed establishment and under the supervision of a licensee approved by the board.

(5) Has submitted a copy of the apprentice agreement that was entered into between the approved program sponsor and the apprentice.

(b) The board may license as an apprentice in electrolysis any person who has made application to the board upon the proper form, has paid the fee required by this chapter, and who is qualified as follows:

(1) Is not less than 17 years of age.

(2) Has completed the 12th grade or an accredited senior high school course of study in schools of this state or its equivalent.

(3) Is not subject to denial pursuant to Section 480.

(4) Has submitted evidence acceptable to the board that any training the apprentice is required by law to obtain shall be conducted in a licensed establishment and under the supervision of a licensee approved by the board.

(5) Has submitted a copy of the apprentice agreement that was entered into between the approved program sponsor and the apprentice.



MEMORANDUM

DATE	July 14, 2025
TO	Members, Apprentice Task Force
FROM	Kristy Underwood
SUBJECT	Summary of Changes Based on the Apprentice Report

Statutory Requests:

1. State that the apprentice must be an employee who receives payment via W-2. 1099's are not allowed.
2. Establish an initial application with approval for a limited duration of two (2) years, and renewal fee for program sponsors.
3. Clarify operating requirement for a program sponsor:

Include requirements for approval of a program sponsor:

- Approved by the DAS.
 - Has a single LEA throughout the program's entire approval status.
 - Program Sponsor / RSI location must be within 60 miles of the LEA.
 - List of RSI locations, name of instructor(s) holding proof of a valid barber or cosmetology license, and proof of approval from the LEA.
 - Provide a detailed plan of program operations which includes how and where all training will be accomplished.
 - Provide a blank copy of the agreement to be used between the apprentice and the program sponsor.
 - Must be approved to teach in different languages.
4. Establish Program Sponsor Requirements for Operations:
 5. Program Sponsors must hold committee meetings a minimum of four times a year that includes a representative from DAS, BBC and LEA.
 6. Program Sponsors must maintain proof of employment for each of their apprentices throughout the term of the apprentice license.
 7. Program Sponsors are prohibited from franchising out their approval or sponsor other business entities under their program approval.

8. Program Sponsors must ensure that the employer where the on-the-job training is taking place maintains workers compensation insurance throughout the entire term of the term of the apprenticeship program.
9. A program sponsor must ensure, through copies of paycheck stubs, that the apprentice is earning a wage while completing their on-the-job training and not renting a booth/station or being paid by commission. The program sponsor must collect pay stubs monthly and maintain the records for perpetuity.

Add statutory authority that will:

10. Allow the Board to take formal discipline as opposed to a notice to show cause.
11. Allow the Board to issue a suspension of enrollment of new apprentices when a program sponsor has been found to be in violations of the laws and regulations governing the apprentice program.
12. Require the apprenticeship agreement signed by the program sponsor and apprentice to be submitted along with the initial application for an apprentice license.
13. Establish a processing fee for transactions that the Board must complete (transfers, discontinuance, etc.)
14. Require an orientation be developed by all Program Sponsors for establishment owners and trainers. This orientation shall be completed annually. Representatives of DAS, BBC, and LEA must be invited to attend the annual establishment orientations.
15. Clarify that Program Sponsors must maintain OJT logs and must have them available to the Board within seven days of request. Evidence of OJT logs must be maintained with the program sponsor for perpetuity.
16. Incorporate mandatory health and sanitation training into BBC curriculum for related and supplemental instruction.

Agenda Item

No. 4 - 6

No Attachments

Adjournment