

# **Cosmetology Apprenticeship Pilot Program Reauthorization**

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## **Report to the Legislature**

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**As required by SHB 2596 (Chapter 162, Laws of 2006)**

*December 2007*

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## **EXECUTIVE SUMMARY**

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While many may think that apprenticeship programs are something more for carpenters and electricians than cosmetologists, since 1995, registered apprenticeship training in several cosmetology occupations has been available for some of Washington's citizens. In 1995, the original cosmetology apprenticeship program was initiated; it was created to provide advanced salon-based instruction to already licensed cosmetologists. To some in the industry, the apprenticeship training model had potential to go even further; they saw a chance to create an opportunity for individuals without a license to earn while they learned and progressed toward professional licensure in their chosen cosmetology occupation.

Registered apprenticeship creates a structured and regulated alternative pathway to attain a cosmetology license that does not involve a trade school or testing as a prerequisite to qualify. In 2003, some industry members advocated for legislation to make cosmetology apprenticeships possible in the state through a two year "pilot program." The legislature approved the bill, SHB 2202 (chapter 400, laws of 2003). The law became effective September 15, 2003 and granted a temporary statutory exemption which enabled registered apprentices to work in the Cosmetology profession without a license. The legislation stipulated that one had to be a registered apprentice in a state approved program and be clearly identified as such to work in the profession. Furthermore, the place of business either had to be an approved training agent, which is, a salon formally approved to train apprentices, under the state sanctioned Washington State Cosmetology Apprenticeship Training Committee (WSCATC) or had to be a business that had been granted individual program sponsor approval from the Washington State Apprenticeship and Training Council (WSATC).

On the heels of the legislature's approval, the WSATC at their October 2003 quarterly meeting approved two program sponsors for "direct entry" pilot status: Hair We Are Salon, located in Dear Park, WA and the existing Washington State Cosmetology Apprenticeship Training Committee, a group of salons that formed one committee with statewide jurisdiction. This official act allowed the sanctioned programs to approve salons as training agents and/or begin registering apprentices.

Janel Norstrem, owner and operator of "Hair We Are" salon in Spokane, formed her own stand-alone apprenticeship program when she heard about the direct entry, pilot program. To provide Related Supplemental Instruction (RSI), Janel became a licensed cosmetology instructor and also had her salon registered as a licensed cosmetology school. As of August 3, 2007, the apprentice at Hair We Are successfully completed and obtained journey status in the Cosmetology occupation.

For the WSCATC, much effort went in to assuring geographic diversity when selecting salons for the direct entry pilot. The committee members actively promoted the program in eastern and rural Washington through advertising and posting on industry websites. As a result, the selected salons did reflect good geographic dispersal. Once approved for participation in the direct entry apprenticeship pilot, a salon could begin registering individuals through the WSCATC as apprentices in one of four occupations: cosmetologist, manicurist, esthetician or barber.

Once the WSCATC registered the apprentice with the apprenticeship section of the Department of Labor and Industries, he/she could then legally work in a salon setting under the watchful eye of a journey level professional (min. 1:1 ratio). It was stipulated in the legislation that a "direct entry" apprentice had to be clearly identified as such. To ensure compliance with the statute, the

WSCATC provided apprentice pins to all participating salons specifically for apprentices to wear when working.

A new path to a longstanding career was thus established for all interested citizens throughout the state. This new career path option is important to members of this industry for two significant reasons. First of all, cosmetology like most other professions is facing a shortage of good quality candidates. Secondly, the cost of school and time without income just to work in the industry was simply too prohibitive for many low income or economically disadvantaged people. These are the main reasons that drove the initial legislation and continue to guide those involved with the direct entry pilot. The direct entry apprenticeship path is simply that, one path among many for entering the cosmetology professions. This pilot program was never intended to compete with, but rather compliment what the cosmetology schools are already doing – training people for the industry.

There was much concern raised at the inception of the direct entry option. Much of it centered on the notion that it would mean reduced enrollment or economic hardship for cosmetology schools around the state. To date there is no documentation to show adverse impact to enrollment levels at the state's private and public cosmetology schools attributable to the direct entry pilot apprenticeship program. In fact, some of the applicants to the apprenticeship are referred to schools.

The total number of registered direct entry apprentices for each occupation and the corresponding activity October 2004 to present including the number of current or "active" apprentices is shown in the table below. As of 12-28-2007:

Occupation	Total Registered	Active	Completed	Total Cancelled	Probation Cancel
Cosmetologist	63	13	20	30*	15
Esthetician	10	5	3	2*	2
Manicurist	6	2	1	3*	3
Barber (No activity)	0	NA	NA	NA	NA

\*Includes Probationary Cancellations

The “cancelled” apprentice numbers reflect the continuing difficulty salon owners have finding and retaining good help. Most of the cancellations in all occupations came within the first few months of the apprenticeship or what is referred to as the initial probationary period. It should be noted that apprenticeship programs statewide, across all trades and occupations, have an average completion rate of 46%, with some more seasonal occupations falling well below this figure. If one removes the probationary cancellations from the completion rate calculation, this program has a 43% completion rate (all occupations). Including the probationary cancellations the completion rate is 40% (completion rate calculations exclude current active apprentices). The WSCATC is committed to improving the screening of applicants to insure all parties fully understand and are committed to the apprenticeship program.

For those apprentices willing and able to stick with the program, the pilot results are significant. The Cosmetology occupation (direct entry) apprenticeship has completed 20 of 63 registered apprentices, and further, licensing exam results are quite positive. **All 20 cosmetology apprenticeship graduates that have taken both portions of the exam have passed the exam and are currently licensed.**

In allowing apprentices to be trained in the profession and reach licensure without attending full time school, the apprenticeship pathway to a cosmetology

license has impacted lives in a meaningful way. One apprentice stated it this way; "This program has not only allowed me to get an education while still providing for my children, it has also addressed my unique educational needs with one-on-one, customized training and provided me with the peace of mind that once I am licensed I already have a job with great pay and much needed benefits." While the direct entry program participation numbers are relatively small, one should not overlook comments like these and the significant impact apprenticeship training opportunities can have on a person's life. Apprenticeship training is not a good fit for everyone, many are not prepared for the rigor of full-time work coupled with instruction, high standards, and additional classroom commitments, but for those that are ready, it can change their life.

The members of the WSCATC and affiliated salons have worked diligently over the past several years to provide an alternative path to the cosmetology profession that is challenging, competitive and rewarding for both the apprentice and salon owner. While there is still work to be done to improve some of the outcomes especially in regard to retention rates, that is typical for many apprenticeship programs, and the WSCATC has taken positive steps to ensure that will improve. The bottom line for the initial enabling legislation still stands: cosmetology apprenticeships create career opportunities for Washington's citizens who might not otherwise be able to access them. Making permanent the current statutory exemption allowing registered apprenticeships in cosmetology fields would benefit Washington State by creating an alternative path to licensure for individuals, allowing more people access to the occupation, enhancing the qualified workforce able to work in the state, and promoting economic vitality for the state's salons.

## **BACKGROUND**

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In 2004, according to the Washington State Workforce Training Board publication, *High Skills High Wages*, cosmetologist ranked fifth highest in the state for number of job openings in professions requiring more than one year and less than four years training. This helps illustrate the difficulty that salon owners often encounter when recruiting and attempting to retain qualified staff. When Governor Locke signed SHB 2202 in May 2003 creating a cosmetology apprenticeship pilot program for direct entry into cosmetology professions, salons reported having a hard time attracting talented employees who would stay. Prior to the signing of this bill individuals were required to complete the required hours of training in a licensed cosmetology school, pass the State cosmetology licensing exam, and be in possession of a valid license before being allowed to work in the profession.

With industry growth projections steady at 2% for each of the next seven years adding approximately 718 jobs annually in Washington (Source: Washington State Employment Security Department, Labor Market and Economic Analysis), the difficulties experienced by salon owners finding and retaining qualified help are not going away. This direct entry apprenticeship pilot program has taken a proven effective workforce training model and applied it to provide an alternative career entry path for cosmetology and related professions. For the salons active in this direct entry pilot program, the direct entry pathway is currently working well.

Prior to 2003, a cosmetology apprenticeship program did exist in Washington State for entry level, licensed cosmetologists. The Washington State Cosmetology Apprenticeship Training Committee (WSCATC) program, approved by the Washington State Apprenticeship Training Council (WSATC) in 1995, was intended to provide licensed cosmetologists with advanced on-the-job training in



a salon. SHB 2202 direct entry pilot program was created to grant a temporary statutory exemption to allow individuals without a cosmetology license to work while being trained as registered apprentices under the supervision of licensed, journey level professionals in the cosmetology profession.

With the implementation of SHB 2202, up to 20 salons were granted permission to act as registered training agents and were able to hire, employ and train apprentices prior to their obtaining licenses. Theory courses for apprentices are delivered by licensed cosmetology instructors. On-the-job training (OJT) takes place under the supervision of licensed, journey level professional in salons approved and registered as training agents. In order to qualify as a training agent a shop must be reviewed and approved by the (WSCATC) and be in good standing with the Department of Licensing (DOL). In 2006, SHB 2596 authorized the extension of the direct entry pilot program through June 30, 2008. Without further legislative action, the apprenticeship direct entry pilot program will expire July 1, 2008.

## **ADVISORY COMMITTEE**

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SHB 2202 mandated that WA State Department of Labor & Industries (L&I) convene a cosmetology apprenticeship direct entry pilot program advisory committee. Representative stakeholders from the cosmetology profession, cosmetology schools, government agencies, interested parties and the WSCATC were on this committee. The advisory committee met once each quarter, beginning in January 2004, and as required under the original legislation, produced a final report regarding the outcome of the apprenticeship program during the first two years of operation. This report was presented to the appropriate committees of the House of Representatives and Senate on December 31, 2005.

When the Direct Entry Pilot Program Advisory committee first began meeting, the group had a significant level of participation from numerous diverse entities – schools, salons, community colleges, and regulatory agencies. Over time, the group had less participation, and the Advisory meetings became a vehicle for discussion and reporting of key issues between members of the WSCATC, Department of Licensing and Labor & Industries staff. The current advisory committee members under the Direct Entry Apprenticeship reauthorization legislation are shown in APPENDIX 1.

Prior to the apprenticeship direct entry pilot the only option for career entry was attendance as a full or part-time student in a licensed cosmetology school. The significant commitment of time and resources, as well as the inability to work while going to school were insurmountable barriers for many low income individuals seeking a career in the cosmetology professions. Therefore, the direct entry pilot apprenticeship program was created in order to provide the opportunity for these individuals to participate in an alternative training program while earning a wage. To date there is no documentation to show adverse impact to enrollment levels at the state's private and public cosmetology schools attributable to the direct entry pilot apprenticeship program.

The enabling legislation also stipulated that the geographical distribution of salons address needs in urban and rural areas as well as both sides of the mountains. In order to ensure wide distribution of direct entry salons, the Pilot Program Advisory Committee actively promoted the program in eastern and rural Washington, where the program previously had little visibility. To inform individuals about the apprentice program, the Department of Licensing began posting information relating to the program on their cosmetology licensing website. In addition articles were placed in the industry publication, "*Northwest Stylist*," and discussions were held at the Cosmetology Board meetings.

While the Pilot Program Advisory Committee helped in the initial set up of the program, implementation and administration is left to the actual Cosmetology Apprenticeship Training Committees approved by the WSATC. Apprenticeship Training Committees (ATCs) submit apprenticeship standards to the Council for approval. Once approved, the ATCs are subject to both federal and state laws, policies and standards governing registered apprenticeship in Washington. It is the ATC that carries out the day to day operations of the apprenticeship program and answers to the WSATC regarding apprenticeship standards compliance.

### **APPRENTICESHIP TRAINING COMMITTEES (ATCs)**

After the adoption of the legislation, two direct entry apprenticeship training programs were approved by the WSATC. One, a stand-alone direct entry apprentice training program at Hair We Are salon in Deer Park, WA and another under the Washington State Cosmetology Apprenticeship Training Committee representing up to 20 salons across the state. For the most part, the two programs acted independently of one another. Most of this report deals with the direct entry occupations under the Washington State Cosmetology Apprenticeship Training Committee (WSCATC) program. However, a brief summary of the Hair We Are program will be provided to ensure a comprehensive look at activities under the direct entry pilot program.

The direct entry pilot program began in January 2003 with apprenticeship program standards approval by the Washington State Apprenticeship & Training Council. The Council's actions created a direct entry apprenticeship pathway to work in the industry as a registered apprentice in the following occupations: Barber, Cosmetologist, Esthetician, Manicurist. The Cosmetology Apprenticeship Direct Entry Pilot program is related and theoretical instruction combined with paid on-the-job training designed specifically to meet employer and apprentice

training needs. The direct entry apprenticeship program develops salon professionals by focusing on personal, professional and technical skills development. Program objectives are:

- To develop a more highly qualified workforce
- To raise the pay scale standard for the cosmetology profession
- To increase the number of employees retained in the cosmetology field
- To increase the number of salons that provide on-going education and training for their staff
- To offer salons access to a qualified diverse workforce
- To develop and retain salons with solid management & training practices
- To increase career opportunities and retain jobs for disadvantaged workers

The following is a list of salons that have or are participating in the direct entry pilot apprenticeship program. As one can see from the list, geographic, urban and rural diversity does exist and is most likely one factor that contributes to the lack of impact on Cosmetology school enrollments. Since the beginning of the pilot program eighteen salons have become Training Agents in the state-wide cosmetology direct entry apprenticeship program. The law mandated that up to 20 salons may participate in the program, but the number has fluctuated as some salons discovered the program is a "fit" and others decided it was not.

**APPROVED DIRECT ENTRY TRAINING AGENTS (Active & Inactive)  
UNDER THE PILOT APPRENTICESHIP PROGRAM (As per WSCATC):**

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ADVANCED LASER AND SKIN CLINICS OF  
TACOMA  
Esthetician

14TH AND GRAND SALON (Spokane)  
Cosmetologist

22 CHANGES DAY SPA/SALON (Vancouver)  
Esthetician  
Manicurist  
Cosmetologist

A BETTER DAY SALON (Lake Forest Park)  
Cosmetologist  
Manicurist

ANGELO MENDI BOUTIQUE SALON  
(Puyallup)  
Cosmetologist  
Esthetician  
Manicurist

BEEHIVE SALON (Walla Walla)  
Cosmetologist

BUTTER LONDON (Seattle)  
Cosmetologist  
Manicurist

CASCADE EYE AND SKIN CENTERS, P.C.  
(Puyallup)  
Esthetician

ELEMENTS SALON AND WELLNESS SPA (We  
natchee)  
Cosmetologist

HAIR STUDIO PLUS (Tacoma)  
Cosmetologist  
Esthetician  
Manicurist

HOLLY JAMES SALON & SPA (Kirkland)  
Cosmetologist  
Esthetician  
Manicurist

MARCO TWO UNION SQUARE (Seattle)  
Cosmetologist  
Esthetician  
Manicurist

MODA HAIR CAFE AND DAY SPA  
(Edmonds)  
Cosmetologist  
Esthetician

MODERN MIA SALON AND SPA  
(Redmond)  
Cosmetologist  
Esthetician

PZAZZ SALON AND DAY SPA LTD  
(Silverdale)  
Cosmetologist

THE RITZ (Lakewood)  
Cosmetologist  
Manicurist

SALON FIFTH AVENUE (Olympia)  
Cosmetologist  
Barber  
Esthetician  
Manicurist

STRANDZ HAIR SALON (Spokane)  
Cosmetologist

STUDIO 904 (Seattle)  
Manicurist  
Cosmetologist

STUDIO DONNA INC. (Everett)  
Cosmetologist

Salons wishing to participate as a direct entry training agent apply to the WSCATC. The approval process for new salons includes a formal application procedure and onsite visit by a WSCATC representative. In order to participate, a salon must also be willing to guarantee a minimum hourly wage to the apprentice. Once approved by the WSCATC, the salon owner agrees to pay \$125 per month for WSCATC program administration and salary costs, and \$1,000 (one-time) for the Pivot Point cosmetology educational system DVDs, CD ROMs, books and other training products. In addition to direct fees, employers are contributing time, facilities, and wages throughout the progression of the apprentice through the program. For the increasing scale of apprentice wages as a percentage of the journey-level rate, see the table below.

**Barber, Customer Service Coordinator, Esthetician, and Manicurist**

<b>Level</b>	<b>Number of hours</b>	<b>Percentage of journey level rate: \$12.00</b>	<b>Current Wages</b>
1	0-0666 Hours	65%	\$7.93 Min Wage
2	0667-1333 Hours	75%	\$9.00
3	1334-2000 Hours	90%	\$10.80

**Cosmetologist**

<b>Level</b>	<b>Number of hours</b>	<b>Percentage of journey level rate: \$12.00</b>	<b>Current Wages</b>
1	0-1000 Hours	65%	\$7.93 Min Wage
2	1001-2000 Hours	75%	\$9.00
3	2001-3000 hours	90%	\$10.80

Training agent salons also pay \$0.20 per hour into the program's training fund; this fee is paid per apprentice for the duration of the apprenticeship. Some training agent salons also provide reimbursement or contributions towards their apprentices' costs when traveling to attend Related Supplemental Instruction classes. The WSCATC estimated that, on average, over the course of the 3,000 hour apprenticeship, an employer pays \$28,000 per apprentice in wages and training fund costs. This figure does not include benefits or the training fund contributions.

To deliver the OJT component of this registered apprenticeship program, a training agent salon must demonstrate sufficient journey-level staff to work with the apprentices. Salons utilizing apprentices must post a sign declaring so, and must require apprentices to wear visible badges stating "Apprentice." Badges are provided by the WSCATC for use by apprentices in all salons.

The WSCATC also provides a "Salon Mentoring" program whereby they assign a mentor, a salon professional with experience training apprentices on site, to work with newly approved training agent salon. The mentor works with the training agent to implement the apprenticeship training program, thereby promoting a consistent, quality experience for the apprentice. The mentor also works to ensure that the new training agent meets all documentation and reporting requirements for the direct entry pilot apprenticeship program. The mentoring aspect of this program is working very well and is offered as a best practice model.

The WSCATC members have also worked with WorkSource centers to find appropriate candidates for the apprenticeship program. In some cases, the WSCATC directs interested individuals to cosmetology schools for training as they need the advanced preparation before entering the profession. "This apprenticeship program is not for everyone" states Kay Hirai, Studio 904 owner. "Some young folks just need more time to grow and mature". But, for those who have a desire to enter the profession but lack the means to pay for school, the direct entry apprenticeship offers an exceptional education and on-the-job career training opportunity. The following apprentice story will help illustrate this point.

### **Valyssa Yellowwolf**

Valyssa entered the Studio 904 apprenticeship direct entry program March 8, 2007 and left the program on August 24, 2007. The Studio 904 direct entry program is a systemized, self-directed program. The program is set up with distinct bench marks so the apprentice can chart their progress to ensure they are reaching their needed goals to receive their cosmetology license. There is a Stylist Educator and each apprentice is also assigned a personal stylist mentor to assist them in the process.

During the five months Valyssa was in the program, she continually struggled. Valyssa received numerous counseling sessions with the Technical Educator, HR director and mentor. She also received special one-on-one technical training to help her succeed. Despite numerous classes and coaching sessions, Valyssa continued to fall behind in the program, missing several crucial bench marks in her certification process.

A meeting was held with Valyssa, Tassie Christopher (HR Director), Kay Hirai (owner) and Vandana (Valyssa's state appointed youth counselor). Valyssa felt that she would be more successful in a structured classroom/school setting, rather than the Studio 904 independent study apprentice program she was currently in. Tassie and Vandana worked together to ensure an easy transition for Valyssa. Valyssa is currently earning her cosmetology license through Shoreline Community College.

### ***Hair We Are Salon***

Janel Norstrem, owner and operator of "Hair We Are" salon in Spokane, formed her own stand-alone apprenticeship program when she heard about the pilot program in 2003. Using the standards and forms from the existing cosmetology apprenticeship committee as a guide, she formed a set of standards, had them approved by the WSATC, and registered one apprentice. To provide Related Supplemental Instruction (RSI), Janel became a licensed cosmetology instructor and also had her salon registered as a licensed cosmetology school. For her RSI, she utilized *Milady*, one of two nationally recognized standard cosmetology curriculums. As of August 3, 2007, the apprentice at Hair We Are successfully completed and obtained journey status in the Cosmetology occupation. By October 31, 2007 this apprentice graduate had successfully passed both the written and practical portions of the Cosmetology licensing exam and was submitting an application for state licensure to the Department of Licensing.



*Apprentices work in salons with journey-level staff.*



## **THE DIRECT ENTRY APPRENTICE**

The Cosmetology Apprenticeship Direct Entry Pilot program was created with the intent to provide an accessible career entry point for individuals who could not otherwise attend cosmetology schools. The pilot program allows apprentices to work and earn a wage in the cosmetology field while they progress professionally and educationally toward their license. At the end of the apprenticeship, the apprentice will be qualified to take the exam for cosmetologist, esthetician, manicurist, or barber and earn the appropriate license. Minimum qualifications for an apprentice to participate in the direct entry cosmetology program are:

- Shall be at least sixteen years of age
- If over 18, shall be a high school graduate or provide proof of equivalent education attainment. If under 18, shall have a high school GPA of 3.2 or better
- Must be physically able to perform the work safely
- No licensing needed from the Department of Licensing

WSCATC direct entry apprentices must complete 3,000 hours of OJT, making the program duration roughly a one and a half years. Apprentices must also complete a minimum of 216 hours of classroom theory training during the program to satisfy the requirements of the Department of Licensing. This number includes the 144 RSI hours per year required by Labor and Industries for registered apprenticeship programs.

### Training Costs:

- Apprentices purchase their own Pivot Point starter kit (minimum \$350 to \$600, depending on equipment needed (e.g. scissors, combs, etc.)
- Apprentice tuition costs to South Seattle Community College (approximately \$18 per full day class)
- Apprentice training fund contributions are based on a wage progression scale: Step 1 pays \$0.40 per hour; Step 2 pays \$0.80 per hour; and Step 3 apprentices pay \$1.00 per hour. Steps are equivalent to pay levels corresponding to level of skill. Apprentice progression is usually determined by the number of OJT hours accrued, employer evaluation and school reports. Progression in the program can be negatively impacted by low RSI or OJT performance. At the completion of the apprenticeship training program, no further contribution to the training fund is required by the apprentice.

Upon successful completion of the apprenticeship program with an approved training agent, the apprentice is allowed to take the two part Washington State cosmetology licensing exam. The exam consists of a practical and a written test and is administered through the Department of Licensing. Of those apprentices completing the program, all but one has been able to take and pass both the written and practical portions of the exam. To date, the one apprentice unable to pass the test dropped out of the program. Exam activity for completed apprentices is shown on the table below:

**State Examination - Results of recent apprentice testing efforts:**

<u>Salon/Spa</u>	<u>Apprentice Name</u>	<u>Employed by Training Salon?</u>	<u>Profession</u>	<u>PRACTICAL Exam Score</u>	<u>WRITTEN Exam Score</u>
14th and Grand Salon	Mackin, Lindsay	Yes	Cosmetology	89%	90%
14th and Grand Salon	Medina, Leticia	Yes	Cosmetology	87%	90%
14th and Grand Salon	Nowland, Mandy	Yes	Cosmetology	83%	94%
14th and Grand Salon	Stone, Lindsay	Yes	Cosmetology	85%	89%
22 Changes	Miller, Jennifer	No	Cosmetology	82%	81%
A Better Day Salon	Hoggatt, Janiece	Yes	Cosmetology	83%	Pass
Angelo Mendi Salon	Fisher, Petra	Yes	Cosmetology	92%	94%
Angelo Mendi Salon	Morrell, Marci	Yes	Cosmetology	89%	96%
Beehive Salon	Waetje, Kate	Yes	Cosmetology	80%	94%
Cascade	Bishop, Donna	Yes	Esthetics	91%	91%
Cascade	Jerns, Ann	Yes	Esthetics	92%	Processing
Cascade	Rae, Heather	Yes	Esthetics	89%	Processing
Elements Salon and Spa	Staat, Meagan	Yes	Cosmetology	87%	Pass
Hair Studio Plus	Bashay, Angelica	Yes	Cosmetology	84%	76%
Pzazz	LaFontaine, Debra	Yes	Cosmetology	79%	83%
Pzazz	Hilter, Lesley	Yes	Esthetics	90%	94%
Pzazz	Keller, Kristie	Yes	Esthetics	90%	92%
Marco Two Union Square	Porras, Tenley	No	Cosmetology	84%	Pass
Moda	McKeefry, Rebecca	No	Cosmetology	89%	Processing
Moda	Welch-Grimm, Shaylynn	Yes	Esthetics	90%	82%
Salon Fifth Avenue	Run, Miriam	No	Manicuring	84%	Pass
Salon Fifth Avenue	Valentine, Jamie	No	Cosmetology	81%	Pass
Studio Donna	Johnson, Caroline	Yes	Cosmetology	84%	91%
Studio Donna	Tilford, Nocole	Yes	Cosmetology	86%	Pass
Studio Donna	Warren, Angela (Gia)	Yes	Cosmetology	83%	91%
Studio Donna	Telyvatskiya, Irene	Yes	Esthetics	92%	Pass
Studio 904	Born, Justin	Yes	Cosmetology	80%	91%
Studio 904	Jobe, Robin	No	Cosmetology	87%	99%
Studio 904	Lopez, Miriam	Yes	Cosmetology	90%	94%

\*Pass = 76% or higher (These apprentices took their written test after the new testing facility)

\*Processing = Data was not available at time of distribution

The WSCATC has also provided another snap shot of apprentice status from their records. Member salons are very aware of the investment necessary to develop a journey level cosmetologist so they are keenly interested in the apprentice's progression through the program and beyond toward successful completion of the license exam. As you will see the majority of apprentices are still employed at the salon where they apprenticed. Salon owners estimate that they need at a minimum two years work from the licensed professional to begin recouping the training investment. Thus the attention to detail in the following tracking table:

## GRADUATES: Washington State Cosmetology Apprenticeship Training Committee

<u>Apprentice Name</u>	<u>Salon/Spa</u>	<u>Still Employed by Training Salon/Spa</u>	<u>Reason for Departure</u>	<u>Profession</u>	<u>Licensed?</u>
Bashay, Angelica	Hair Studio Plus	Yes	Still Employed	Cosmetology	Yes
Born, Justin	Studio 904	Yes	Still Employed	Cosmetology	Yes
Fisher, Petra	Angelo Mendi Salon	Yes	Still Employed	Cosmetology	Yes
Grimm, Shaylynn	Moda	Yes	Still Employed	Esthetics	Yes
Hoggatt, Janice	A Better Day Salon	Yes	Still Employed	Cosmetology	Yes
Jobe, Robin	Studio 904	No	Gave notice to terminate 2 weeks after she received her license, which broke her two year commitment.	Cosmetology	No longer in contact
Keller, Kristie	Pzazz	Yes	Still Employed	Esthetics	Yes
LaFountaine, Debra	Pzazz	Yes	Still Employed	Cosmetology	Yes
Lopez, Miriam	Studio 904	Yes	Still Employed	Cosmetology	Yes
Miller, Jennifer	22 Changes	No	Personal Reasons Before leaving she completed all OJT hrs and took both tests but applied for her license later.	Cosmetology	Yes
Morrell, Marci	Angelo Mendi Salon	Yes	Still Employed	Cosmetology	Yes
Nowland, Mandy	14th and Grand Salon	Yes	Still Employed	Cosmetology	Yes
Run, Miriam	Salon Fifth Avenue	No	Salon was sold	Manicuring	Yes
Porras, Tenley	Marco Two Union Square	No	Worked for 1 year and then left to become a missionary	Cosmetology	Yes
Staat, Meagan	Elements Salon and Spa	Yes	Still Employed	Esthetics	Yes
Stone, Lindsay	14th and Grand Salon	Yes	Still Employed	Cosmetology	Yes
Telyvatskiya, Irene	Studio Donna	Yes	Still Employed	Esthetics	Yes
Tilford, Nocole	Studio Donna	Yes	Still Employed	Cosmetology	Yes
Waetje, Kate	Beehive Salon	Yes	Still Employed	Cosmetology	Yes
Warren, Angela (Gia)	Studio Donna	Yes	Still Employed	Cosmetology	Yes
Valentine, Jamie	Salon Fifth Avenue	No	Worked for 6 mo and then husband was accepted into a school located out of state	Cosmetology	Yes

Apprentice Activity:

Under the direct entry pilot program, applicants meeting the minimum qualifications as set forth in the standards of apprenticeship can be registered as an apprentice in any one of four occupations: Cosmetologist; Esthetician; Manicurist; Barber. Since the inception of the direct entry pilot apprenticeship program the cosmetologist occupation has shown the greatest activity. The total number of registered direct entry apprentices for each occupation and the corresponding activity January 1, 2003 to present including the number of current or "active" apprentices is shown in the table below. Data pulled as of 12-28-2007:

<b>Occupation</b>	<b>Total Registered</b>	<b>Active</b>	<b>Completed</b>	<b>Cancelled</b>	<b>Probation Cancel</b>
Cosmetologist	<b>63</b>	<b>13</b>	<b>20</b>	<b>30*</b>	<b>15</b>
Esthetician	<b>10</b>	<b>5</b>	<b>3</b>	<b>2*</b>	<b>2</b>
Manicurist	<b>6</b>	<b>2</b>	<b>1</b>	<b>3*</b>	<b>3</b>
Barber (No activity)	<b>0</b>	NA	NA	NA	NA

\*Includes Probation Cancels

The "cancelled" apprentice numbers reflect the continuing difficulty salon owners have finding and retaining good help. Most of the cancellations in the cosmetology occupation came within the first month or two of apprenticeship. As was stated before, cosmetology is not for everyone and the apprenticeship program has proven to be too much responsibility for some. The salon owners and WSCATC representatives encourage individuals to seek all options open to them if the apprenticeship program is not working out. All individuals who left the program were encouraged to seek professional training through local cosmetology schools.

It seems appropriate at this point to hear from the apprentices, past and present, who represent the working people and not simply numbers on a table. The apprenticeship is an excellent opportunity and the following narratives will highlight what that has meant for these individuals.

### Apprentice Spotlight 1:

My name is Leticia Medina and I am currently an apprentice at 14<sup>th</sup> and Grand Salon in Spokane, Washington where the Washington State Cosmetology Apprenticeship Program is helping me realize a dream over a decade in the making.

In 1996, I was enrolled in a traditional cosmetology school in California. Halfway through my education, an unplanned pregnancy forced me to drop out of school, get a job and put my dreams on hold. Ten years later, I found myself divorced and on my own with two children to support. When I moved to Spokane to be near family, I found out about the Cosmetology Apprenticeship Program. I applied and soon after became part of the team at 14<sup>th</sup> and Grand Salon.

I am now getting ready to complete the program and receive my license and it is all because of the Washington State Cosmetology Apprenticeship Program. I was able to make payments on my school kit and there was no tuition to pay. I didn't have to come up with any money to get started and I won't have any student loans to pay off when I am graduated. In addition, because I am paid an hourly wage while training as well as employee benefits from the salon, I have been able to pursue my career in the field of cosmetology without creating a financial burden for my family or myself. This program has not only allowed me to get an education while still providing for my children, it has also addressed my unique educational needs with one-on-one, customized training and provided me with the peace of mind that once I am licensed I already have a job with great pay and much needed benefits.

I am so thankful that I have had the opportunity to be part of the Washington State Cosmetology Apprenticeship Program. I know I would not have been able to reach my goals any other way.

### Apprentice Spotlight 2:

My name is Leigh Butler and I am currently an apprentice at The Ritz Salon in Lakewood, WA. Ever since I was twelve years old, all I've wanted to do was cut hair. Over the past thirty years I have looked into the available cosmetology school options no less than six times. Each time I faced some obstacles: the cost, the schooling hours or the flexibility to be able to meet the demands of my family.

In January of 2007 I decided that I had to find a way to make it work. I began investigating the options once again. This time the biggest obstacle to me pursuing this field was the cosmetology school environment. My perception was that I would be thrown into a group of 18 to 20 year olds, many of whom were just "playing with hair". At 40+ years of age, I have had several professional careers, including running companies for others and being self employed for nine years. I didn't see myself being comfortable in the school environment.

When I discovered the Washington State Cosmetology Apprenticeship Program I felt that my prayers had been answered. Through this program I have been able to work with our salon trainer and owner to work out a schedule that works for all of us. I am able to schedule hours that allow me to fulfill my family obligations while still meeting the salon needs for staffing. I have also been able to work at my own pace. Through the apprentice program I am not faced with thousands of dollars in tuition costs which would be a burden to our family. Not only do I receive pay, the salon owner has even provided much of the equipment that I need saving me even more money.

One of my favorite parts of the apprentice program is that I have the opportunity to work with six other professional stylists and estheticians who make career wages in this field every day. Too often as an adult I have completed "required" training that had no practical application to my employment. Each day at the salon I am able to pick the



brains of my coworkers, ask questions and get feedback in a real world environment. Here I am able to see the important principles of cosmetology put into action. The apprentice program is a perfect option for people like me who are self motivated and driven and I firmly support it.

## **DIRECT ENTRY PILOT PROGRAM ANALYSIS**

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### **On-The-Job Training (OJT):**

To receive on the job training, apprentices work in a one-to-one ratio (at minimum) under the direct supervision of journey-level staff in approved salons. To be considered a journey level staff member by the WSCATC, a licensed cosmetologist must provide documentation of three years work in good standing with no infractions on file with the Department of Licensing. Under the direct entry apprenticeship pilot program, salons are approved by the WSCATC and thereby become state registered apprenticeship training agents. As previously stated, the WSCATC has a process for approving new salons. As the direct entry pilot program progressed it became evident that additional support was needed for new salons/training agents.

The WSCATC in response developed a mentoring program for new training agent salons. A mentor is assigned to work with the new training agent salon to ensure (1) that all designated journey-level professionals meet the minimum criteria for experience and conduct (2) that all salon participation and reporting requirements are understood and met in a timely manner and (3) that the apprentice is identified as such and provided with the best educational and OJT experience possible. The salon mentoring program has been very well received according to Michelle Arnold, WSCATC chair. New salon owners need the communication link that the mentoring program provides. "We find that it (the mentoring program) has helped to reduce the number of reporting problems and training inconsistencies we experienced early on in the direct entry pilot program" claims Arnold. The WSCATC has worked exceptionally hard to ensure the

best quality and most consistent experience for the apprentice and the mentoring program is the best example of their effort.

Apprentices in the program appreciate the opportunity to earn while they learn. Working with a journey-level professional in a real world setting is the most rewarding experience for the apprentices. "I can actually watch how something is done and then assist and then do it myself" claimed one happy apprentice as she left work. The apprentices surveyed for this report generally felt that the school work made more sense because they could relate the concepts to real world applications. While apprentices felt as if they could be more productive at times, they also communicated that they did not feel productive when "learning" or "observing" on the job. It should be noted that "learning" or "observing" on the job are key components to a valid OJT experience.

### **Related Supplemental Instruction (RSI):**

The RSI or classroom component of the direct entry apprenticeship is delivered by licensed cosmetology instructors although not necessarily in a licensed cosmetology school setting as will be come clear shortly. The customized theory training offered during the classroom instruction is integrated with the Pivot Point educational curriculum that apprentices use in their daily OJT work activities. The Pivot Point program encompasses an all-inclusive cosmetology curriculum delivered through a scientific, step by step, hands-on learning process. The program includes:

- A comprehensive curriculum, blending scientific and artistic concepts and principles
- A logical step-by-step program, using hair as the medium, building from a variety of hair components to full mannequins to live models
- A learning process based on a sensory approach to learning- hearing, seeing, reading, writing, doing
- Excellent teaching and administrative support

The original rules developed by the Department of Licensing as specified by the direct entry pilot legislation stated that “theory” training (including most RSI) must be delivered by a licensed cosmetology instructor and *held at a licensed cosmetology school*. The location provision became a problem, as the WSCATC had arranged for RSI training to take place at South Seattle Community College Duwamish Training center. Though the WSCATC had enlisted a licensed cosmetology instructor to conduct the training, the Duwamish training center is not a cosmetology school. Recognizing that it was a need of the pilot program to allow some flexibility to deliver apprenticeship RSI/theory training, the Department of Licensing initiated a rule change.

A rules hearing held on August 1, 2005 changed the requirement that theory training be conducted in a licensed cosmetology school to provided that theory training must be taught by a licensed instructor. This rule allowed for RSI hours to be provided at a location other than a licensed cosmetology school. This resolution met the needs of the Department of Licensing, Labor and Industries and the WSCATC. The program's RSI continues to be held at the Duwamish training center with additional classes as scheduled in various locations around the state delivered by a licensed instructor.

Initially, the WSCATC approached the cosmetology schools to see if they would be interested in providing RSI. The schools and the WSCATC were not able to make this relationship work, largely due to the low apprenticeship tuition rate and the classroom scheduling difficulties involved with educating working apprentices. None of the schools believed that they could use their instructors to offer the RSI. The main obstacle being that the schools compose their theory and practical training in an entirely different way than the OJT apprenticeship system. In fall 2005, the WSCATC convened two focus groups with schools to re-open the conversation and address how they might participate if the pilot program were adopted into statute. On September 26, 2005, one focus group was held in Wenatchee, and on October 3<sup>rd</sup> a second focus group was held in Seattle. Eighty-five invitations were sent to schools around the state, with some

follow-up phone calls made by volunteer board members of the WSCATC. Five schools chose to participate in the focus groups, 3 in Wenatchee and 2 in Seattle.

The Focus Groups revealed two distinct positions by schools regarding their desire and ability to participate in theory training for apprentices. The more traditional institutions did not see how they could participate because of both the financial issues of having to accept the apprenticeship tuition rate that is substantially beneath private school tuition, and because they were unable to accommodate the work schedules of apprentices. The newer small schools expressed a desire to potentially allow the RSI to be taught by the WSCATC licensed cosmetology instructors at their institutions and have their students sit in on it as additional training. These institutions expressed the desire for a collegial relationship with the WSCATC through this training. None of the schools believed that they could use their instructors to offer the RSI. The main obstacle being that the schools compose their theory and practical training in an entirely different way than the OJT apprenticeship system. Since the focus groups, one institution has informally approached the WSCATC about the possibility of offering online theory instruction.

While the RSI discussions ensue, to date there is no documentation to show adverse impact to enrollment levels at the state's private and public cosmetology schools attributable to the direct entry pilot apprenticeship program. This could be due to a number of factors, but most likely to the relatively low number of apprentices and salons for who this program is appropriate.

## **SUMMARY (NEXT STEPS)**

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The cosmetology apprenticeship program was created to provide a viable option to those individuals who want a career in cosmetology but, in many cases, could not afford to be unemployed while attending a full time school due to family or financial obligations. Apprenticeship allows full time salaried work plus part time schooling, to

obtain the cosmetology license. The pilot program has had some significant successes since being created. Two separate training programs established standards and received approval from the WSATC. Member salons were recruited to participate with the WSCATC and one individual salon carried out its stand alone program. Apprentices were registered with the WSATC and a new direct entry apprenticeship path in the cosmetology industry was created.

The members of the direct entry pilot program advisory worked successfully with the Department of Licensing to coordinate and synchronize theory and RSI hour expectations between departments, and to clarify requirements for training locations and instructors. Through the pilot the WSCATC has developed a better understanding of the criteria for successful salons as well as what constitute the most effective and efficient training program. Numerous course corrections were made during the pilot to ensure these goals were met. One salon reports that the salon staff voted an apprentice to be their training facilitator as her developing expertise was valuable to the licensed cosmetologists. Other successes include developing standards, steam lined administrative procedures, industry participation, and positive media attention (see Appendix 4).

The Cosmetology (direct entry) apprenticeship has completed 20 of 63 registered apprentices, and further, testing results are promising. All 20 apprenticeship graduates having taken both portions of the exam are currently licensed. Including initial probationary cancellations, the completion rate for this occupation as calculated by the department is 40%. This figure improves to 43% if one removes the probationary cancellations from the calculation. The desired completion standard per the Washington State Apprenticeship and Training Council for this program is 43%. Given the outstanding performance of apprenticeship completers on the state license exam, one could conclude that a higher completion rate would translate into more licensed cosmetologists in Washington. Although the WSCATC has struggled with recruitment and selection of applicants, they have also taken positive steps (i.e., Salon Mentor

program & outreach through WorkSource) and one would expect the intake process and thereby the retention rate to improve with time and lessons learned.

Apprenticeship, in any field, is one of the best ways for a worker to acquire the experience and training to get established in a career. Apprenticeship also addresses industry's need to remain competitive by investing in the development and continuous upgrade of the skills of its workforce. This pilot, like many new apprenticeship programs, has changed significantly as it has encountered new information and challenges. Taking into account the needs of apprentices, salon owners, and agencies throughout the pilot project, course corrections have and are being made as appropriate. This has resulted in changes such as RSI/theory delivery and program components to better serve the needs of apprentices and salons throughout the state, and continuing coordination by two agencies overseeing the program for small employers to minimize the dual reporting requirements. Additionally, the WSCATC as mentioned previously, instituted a salon mentoring program to specifically address issues such as record keeping, reporting procedures, recruitment and retention. Initial reports indicate this to be a very positive step.

The members of the WSCATC and affiliated salons have worked diligently over the past several years to provide an alternative path to the cosmetology profession that is challenging, competitive and rewarding for both the apprentice and salon owner. The bottom line for the initial enabling legislation still stands: career opportunities for Washington's citizens who might not otherwise be able to access. This program has provided many such opportunities and will continue to do so with a permanent statutory exemption to allow individuals without a cosmetology license to work while being trained as registered apprentices under the supervision of licensed, journey level professionals in the cosmetology profession.

Respectfully submitted,

The Cosmetology Apprenticeship Pilot Program Advisory Committee

## APPENDIX 1

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### **Cosmetology Apprenticeship Pilot Program Advisory Committee membership**

<b>Name</b>	<b>Company</b>	<b>Categories</b>
MARTIN, ANN	COSMETOLOGY BOARD	Advisory - Industry
SMITH, ELIZABETH	LABOR AND INDUSTRIES	Advisory – Apprenticeship
TRUDIE TOUCHETTE	DEPARTMENT OF LICENSING	Advisory - WADOL
WETMORE, ANNE	DEPARTMENT OF LABOR	Advisory – USDOL/OA
WILSON, LYNN A	OSSIA	Advisory - Research
HIRAI, KAY	STUDIO 904	Advisory - Industry
ARNOLD, MICHELLE	14 <sup>TH</sup> AND GRAND SALON	Advisory - Industry
ZUGEL, TRISTA	LABOR AND INDUSTRIES	Advisory - Research
CURTIS, ALICE	LABOR AND INDUSTRIES	Advisory - Apprenticeship
ROBBINS, JODY	LABOR AND INDUSTRIES	Advisory - Apprenticeship

## APPENDIX 2

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### Enabling Legislation (SHB2202)

CERTIFICATION OF ENROLLMENT

#### **SUBSTITUTE HOUSE BILL 2202**

58th Legislature

2003 Regular Session

Passed by the House April 21, 2003

Yeas 96 Nays 1

#### **Speaker of the House of Representatives**

Passed by the Senate April 11, 2003

Yeas 49 Nays 0

#### **President of the Senate**

CERTIFICATE

I, Cynthia Zehnder, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 2202** as passed by the House of Representatives and the Senate on the dates hereon set forth.

#### **Chief Clerk**

Approved

#### **Governor of the State of Washington**

FILED

#### **Secretary of State**

State of Washington

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#### **SUBSTITUTE HOUSE BILL 2202**

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AS AMENDED BY THE SENATE

Passed Legislature - 2003 Regular Session

#### **State of Washington 58th Legislature 2003 Regular Session**

**By** House Committee on Commerce & Labor (originally sponsored by Representatives McDonald and Conway)

READ FIRST TIME 03/05/03.

1 AN ACT Relating to cosmetology apprenticeship; amending RCW  
2 18.16.020, 18.16.070, 18.16.090, and 18.16.100; adding a new  
section to

3 chapter 18.16 RCW; and providing an effective date.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 18.16  
RCW

6 to read as follows:

7 A cosmetology apprenticeship pilot program is hereby created.

8 (1) An advisory committee is created that may consist of  
9 representatives from individuals and businesses licensed under  
chapter



10 18.16 RCW; cosmetology, barbering, esthetics, and manicuring  
advisory  
11 board members; department of labor and industries; department  
of  
12 licensing; United States department of labor apprenticeship;  
and other  
13 interested parties.

14 (a) The advisory committee shall meet to review progress of  
the  
15 cosmetology apprenticeship pilot program.

16 (b) The department of labor and industries apprenticeship  
council  
17 shall coordinate the activities of the advisory committee.  
The

18 advisory committee shall issue annual reports on the progress  
of the

19 apprenticeship program to interested parties and shall issue  
a final

p. 1 SHB 2202.PL

1 report regarding the outcome of the apprenticeship program to  
be

2 presented to the appropriate committees of the house of  
representatives

3 and senate by December 31, 2005.

4 (2) Up to twenty salons approved by the department of labor  
and

5 industries apprenticeship council may participate in the  
apprenticeship

6 program. The participating salons shall proportionately  
represent the

7 geographic diversity of Washington state, including rural and  
urban

8 areas, and salons located in both eastern and western  
Washington.

9 (3) The department of licensing shall adopt rules, including a  
10 mandatory requirement that apprentices complete in-classroom  
theory

11 courses as a part of their training, to provide for the  
licensure of

12 participants of the apprenticeship program.

13 (4) The cosmetology apprenticeship pilot program expires July  
1,

14 2006.

15 **Sec. 2.** RCW 18.16.020 and 2002 c 111 s 2 are each amended to  
read

16 as follows:

17 As used in this chapter, the following terms have the  
meanings  
18 indicated unless the context clearly requires otherwise:  
19 (1) "Apprenticeship program" means an apprenticeship pilot  
program  
20 approved under section 1 of this act for the practice of  
cosmetology,  
21 barbering, esthetics, and manicuring, which expires July 1,  
2006.  
22 (2) "Apprentice" means a person engaged in a state-approved  
23 apprenticeship program and who may receive a wage or  
compensation while  
24 engaged in the program.  
25 (3) "Department" means the department of licensing.  
26 ((2)) (4) "Board" means the cosmetology, barbering,  
esthetics,  
27 and manicuring advisory board.  
28 ((3)) (5) "Director" means the director of the department  
of  
29 licensing or the director's designee.  
30 ((4)) (6) "The practice of cosmetology" means arranging,  
31 dressing, cutting, trimming, styling, shampooing, permanent  
waving,  
32 chemical relaxing, straightening, curling, bleaching,  
lightening,  
33 coloring, waxing, tweezing, shaving, and mustache and beard  
design of  
34 the hair of the face, neck, and scalp; temporary removal of  
superfluous  
35 hair by use of depilatories, waxing, or tweezing; manicuring  
and  
36 pedicuring, limited to cleaning, shaping, polishing,  
decorating, and  
37 caring for and treatment of the cuticles and nails of the  
hands and  
SHB 2202.PL p. 2  
1 feet, excluding the application and removal of sculptured or  
otherwise  
2 artificial nails; esthetics limited to toning the skin of the  
scalp,  
3 stimulating the skin of the body by the use of preparations,  
tonics,  
4 lotions, or creams; and tinting eyelashes and eyebrows.  
5 ((5)) (7) "Cosmetologist" means a person licensed under this  
6 chapter to engage in the practice of cosmetology.  
7 ((6)) (8) "The practice of barbering" means the cutting,

8 trimming, arranging, dressing, curling, shampooing, shaving,  
and  
9 mustache and beard design of the hair of the face, neck, and  
scalp.  
10 ((7))) (9) "Barber" means a person licensed under this  
chapter to  
11 engage in the practice of barbering.  
12 ((8))) (10) "Practice of manicuring" means the cleaning,  
shaping,  
13 polishing, decorating, and caring for and treatment of the  
cuticles and  
14 the nails of the hands or feet, and the application and  
removal of  
15 sculptured or otherwise artificial nails by hand or with  
mechanical or  
16 electrical apparatus or appliances.  
17 ((9))) (11) "Manicurist" means a person licensed under this  
18 chapter to engage in the practice of manicuring.  
19 ((10))) (12) "Practice of esthetics" means care of the skin  
by  
20 application and use of preparations, antiseptics, tonics,  
essential  
21 oils, or exfoliants, or by any device or equipment,  
electrical or  
22 otherwise, or by wraps, compresses, cleansing, conditioning,  
23 stimulation, pore extraction, or product application and  
removal; the  
24 temporary removal of superfluous hair by means of lotions,  
creams,  
25 mechanical or electrical apparatus, appliance, waxing,  
tweezing, or  
26 depilatories; tinting of eyelashes and eyebrows; and  
lightening the  
27 hair, except the scalp, on another person.  
28 ((11))) (13) "Esthetician" means a person licensed under  
this  
29 chapter to engage in the practice of esthetics.  
30 ((12))) (14) "Instructor-trainee" means a person who is  
currently  
31 licensed in this state as a cosmetologist, barber,  
manicurist, or  
32 esthetician, and is enrolled in an instructor-trainee  
curriculum in a  
33 school licensed under this chapter.  
34 ((13))) (15) "School" means any establishment that offers  
35 curriculum of instruction in the practice of cosmetology,  
barbering,

36 esthetics, manicuring, or instructor-trainee to students and  
is  
37 licensed under this chapter.  
p. 3 SHB 2202.PL  
1 (((14))) (16) "Student" means a person sixteen years of age or  
2 older who is enrolled in a school licensed under this chapter  
and  
3 receives instruction in any of the curricula of cosmetology,  
barbering,  
4 esthetics, manicuring, or instructor-training with or without  
tuition,  
5 fee, or cost, and who does not receive any wage or commission.  
6 (((15))) (17) "Instructor" means a person who gives  
instruction in  
7 a school in a curriculum in which he or she holds a license  
under this  
8 chapter, has completed at least five hundred hours of  
instruction in  
9 teaching techniques and lesson planning in a school, and has  
passed a  
10 licensing examination approved or administered by the  
director. An  
11 applicant who holds a degree in education from an accredited  
12 postsecondary institution shall upon application be licensed  
as an  
13 instructor to give instruction in a school in a curriculum in  
which he  
14 or she holds a license under this chapter. An applicant who  
holds an  
15 instructional credential from an accredited community or  
technical  
16 college and who has passed a licensing examination approved  
or  
17 administered by the director shall upon application be  
licensed as an  
18 instructor to give instruction in a school in a curriculum in  
which he  
19 or she holds a license under this chapter.  
20 (((16))) (18) "Person" means any individual, partnership,  
21 professional service corporation, joint stock association,  
joint  
22 venture, or any other entity authorized to do business in  
this state.  
23 (((17))) (19) "Salon/shop" means any building, structure, or  
any  
24 part thereof, other than a school, where the commercial  
practice of

25 cosmetology, barbering, esthetics, or manicuring is  
conducted; provided  
26 that any person, except employees of a salon/shop, who  
operates from a  
27 salon/shop is required to meet all salon/shop licensing  
requirements  
28 and may participate in the apprenticeship program when  
certified by the  
29 advisory committee as established by the department of labor  
and  
30 industries apprenticeship council.  
31 ((18)) (20) "Crossover training" means training approved by  
the  
32 director as training hours that may be credited to current  
licensees  
33 for similar training received in another profession licensed  
under this  
34 chapter.  
35 ((19)) (21) "Approved security" means surety bond.  
36 ((20)) (22) "Personal services" means a location licensed  
under  
37 this chapter where the practice of cosmetology, barbering,  
manicuring,  
SHB 2202.PL p. 4  
1 or esthetics is performed for clients in the client's home,  
office, or  
2 other location that is convenient for the client.  
3 ((21)) (23) "Individual license" means a cosmetology,  
barber,  
4 manicurist, esthetician, or instructor license issued under  
this  
5 chapter.  
6 ((22)) (24) "Location license" means a license issued under  
this  
7 chapter for a salon/shop, school, personal services, or mobile  
unit.  
8 ((23)) (25) "Mobile unit" is a location license under this  
9 chapter where the practice of cosmetology, barbering,  
esthetics, or  
10 manicuring is conducted in a mobile structure. Mobile units  
must  
11 conform to the health and safety standards set by rule under  
this  
12 chapter.  
13 ((24)) (26) "Curriculum" means the courses of study taught  
at a

14 school, set by rule under this chapter, and approved by the  
department.

15 After consulting with the board, the director may set by rule  
a

16 percentage of hours in a curriculum, up to a maximum of ten  
percent,

17 that could include hours a student receives while training in  
a

18 salon/shop under a contract approved by the department. Each  
19 curriculum must include at least the following required  
hours:

20 (a) Cosmetologist, one thousand six hundred hours;

21 (b) Barber, one thousand hours;

22 (c) Manicurist, six hundred hours;

23 (d) Esthetician, six hundred hours;

24 (e) Instructor-trainee, five hundred hours.

25 ((25)) (27) "Student monthly report" means the student  
record of

26 daily activities and the number of hours completed in each  
course of a

27 curriculum that is prepared monthly by the school and  
provided to the

28 student, audited annually by the department, and kept on file  
by the

29 school for three years.

30 **Sec. 3.** RCW 18.16.070 and 1984 c 208 s 4 are each amended to  
read

31 as follows:

32 This chapter shall not apply to persons licensed under other  
laws

33 of this state who are performing services within their  
authorized scope

34 of practice and shall not be construed to require a license  
for

35 students enrolled in a school or an apprentice engaged in a  
state-

36 approved apprenticeship program as defined in RCW 18.16.020.  
p. 5 SHB 2202.PL

1 **Sec. 4.** RCW 18.16.090 and 2002 c 111 s 6 are each amended to  
read

2 as follows:

3 Examinations for licensure under this chapter shall be  
conducted at

4 such times and places as the director determines appropriate.

5 Examinations shall consist of tests designed to reasonably  
measure the

6 applicant's knowledge of safe and sanitary practices and may  
7 also  
8 include the applicant's knowledge of this chapter and rules  
9 adopted  
10 pursuant to this chapter. The director may establish by rule a  
11 performance examination in addition to any other examination.  
12 The  
13 director shall establish by rule the minimum passing score  
14 for all  
15 examinations and the requirements for reexamination of  
16 applicants who  
17 fail the examination or examinations. The director may allow  
18 an  
19 independent person to conduct the examinations at the expense  
20 of the  
21 applicants.  
22 The director shall take steps to ensure that after completion  
23 of  
24 the required course or apprenticeship program, applicants may  
25 promptly  
26 take the examination and receive the results of the  
27 examination.

18 **Sec. 5.** RCW 18.16.100 and 2002 c 111 s 7 are each amended to  
19 read  
20 as follows:  
21 (1) Upon completion of an application approved by the  
22 department  
23 and payment of the proper fee, the director shall issue the  
24 appropriate  
25 license to any person who:  
26 (a) Is at least seventeen years of age or older;  
27 (b)(i) Has completed and graduated from a school licensed  
28 under  
29 this chapter in a curriculum approved by the director of  
30 sixteen  
31 hundred hours of training in cosmetology, one thousand hours  
32 of  
33 training in barbering, six hundred hours of training in  
34 manicuring, six  
35 hundred hours of training in esthetics, and/or five hundred  
36 hours of  
37 training as an instructor-trainee, or has met the  
38 requirements in RCW  
39 18.16.020 or 18.16.130; or  
40 (ii) Has successfully completed a state-approved  
41 apprenticeship  
42 training program; and

33 (c) Has received a passing grade on the appropriate licensing  
34 examination approved or administered by the director.

35 (2) A person currently licensed under this chapter may  
qualify for

36 examination and licensure, after the required examination is  
passed, in

SHB 2202.PL p. 6

1 another category if he or she has completed the crossover  
training

2 course.

3 (3) Upon completion of an application approved by the  
department,

4 certification of insurance, and payment of the proper fee, the  
director

5 shall issue a location license to the applicant.

6 (4) The director may consult with the state board of health  
and the

7 department of labor and industries in establishing training,  
8 apprenticeship, and examination requirements.

9 NEW SECTION. **Sec. 6.** This act takes effect September 15, 2003.

--- **END** ---

p. 7 SHB 2202.PL



Reauthorization Legislation (SHB 2596)

CERTIFICATION OF ENROLLMENT

**SUBSTITUTE HOUSE BILL 2596**

59th Legislature

2006 Regular Session

Passed by the House March 4, 2006

Yeas 95 Nays 0

**Speaker of the House of Representatives**

Passed by the Senate March 2, 2006

Yeas 48 Nays 0

**President of the Senate**

CERTIFICATE

I, Richard Nafziger, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 2596** as passed by the House of Representatives and the Senate on the dates hereon set forth.

**Chief Clerk**

Approved

**Governor of the State of Washington**

FILED

**Secretary of State**

**State of Washington**

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**SUBSTITUTE HOUSE BILL 2596**

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AS AMENDED BY THE SENATE

Passed Legislature - 2006 Regular Session

**State of Washington 59th Legislature 2006 Regular Session**

**By** House Committee on Commerce & Labor (originally sponsored by Representatives Kenney, McDonald, Conway, Wood, Hasegawa, Hudgins,

Rodne, McCoy, Morrell and Ormsby)

READ FIRST TIME 1/31/06.

1 AN ACT Relating to the cosmetology apprenticeship program; amending

2 RCW 18.16.280; and creating a new section.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** The legislature finds that direct-entry

5 apprenticeship programs can be very beneficial to both students and

6 employers. However, there is also concern that apprenticeship programs

7 may reduce the number of students who enroll in traditional cosmetology

8 school. The advisory committee is to update the legislature on the

9 program with an updated final report by December 31, 2008, and  
is to  
10 include an evaluation of the effectiveness of the  
apprenticeship  
11 program, including but not limited to the number of  
apprentices who  
12 complete the program, the number of apprentices who take and  
pass the  
13 licensing examination, and a formal review of any impact the  
expansion  
14 of such an apprenticeship program may have on the enrollment  
of  
15 traditional cosmetology schools, including but not limited to  
whether  
16 the enrollment of traditional cosmetology schools is  
negatively  
17 impacted by the direct-entry apprenticeship programs.

p. 1 SHB 2596.PL

1 **Sec. 2.** RCW 18.16.280 and 2003 c 400 s 1 are each amended to  
read

2 as follows:

3 A cosmetology apprenticeship pilot program is hereby created.

4 (1) An advisory committee is created that may consist of  
5 representatives from individuals and businesses licensed under  
chapter

6 18.16 RCW; cosmetology, barbering, esthetics, and manicuring  
advisory

7 board members; department of labor and industries; department  
of

8 licensing; United States department of labor apprenticeship;  
and other

9 interested parties.

10 (a) The advisory committee shall meet to review progress of  
the

11 cosmetology apprenticeship pilot program.

12 (b) The department of labor and industries apprenticeship  
council

13 shall coordinate the activities of the advisory committee.

The

14 advisory committee shall issue annual reports on the progress  
of the

15 apprenticeship program to interested parties and shall issue  
a final

16 report regarding the outcome of the apprenticeship program to  
be

17 presented to the appropriate committees of the house of  
representatives

18 and senate by December 31, 2005. The advisory committee shall  
submit  
19 an updated report, including an evaluation of the  
effectiveness of the  
20 apprenticeship program, to the appropriate committees of the  
house of  
21 representatives and senate by December 31, 2007.  
22 (2) Up to twenty salons approved by the department of labor  
and  
23 industries apprenticeship council may participate in the  
apprenticeship  
24 program. The participating salons shall proportionately  
represent the  
25 geographic diversity of Washington state, including rural and  
urban  
26 areas, and salons located in both eastern and western  
Washington.  
27 (3) The department of licensing shall adopt rules, including  
a  
28 mandatory requirement that apprentices complete in-classroom  
theory  
29 courses as a part of their training, to provide for the  
licensure of  
30 participants of the apprenticeship program.  
31 (4) The cosmetology apprenticeship pilot program expires July  
1,  
32 ((2006)) 2008.

--- **END** ---

SHB 2596.PL p. 2

# W S C A T C

## Washington State Cosmetology Apprenticeship Training Committee

### WSCATC MEETING MINUTES FOR JULY 8, 2007

Members In Attendance: Kay Hirai, Michelle Arnold, Valda Sarty, Heidi Geis, Noah Fosbre, Charlet Herrick and Mandy Nowland

Members Missing: Douglas Carl

Others In Attendance: Lynn Wilson

This was face-to-face meeting and was called to order at 1:45 PM by Michelle. A quorum was in attendance. The meeting concluded at 3:20 PM.

8. CONSIDERATION OF CONTINUANCE OF APPRENTICES ON PROBATION:  
Seth Benjamin of Better Day Salon was in attendance to discuss his non-compliance issues. He has already made appropriate changes to remedy these issues, and has assured the committee that he will continue to be in attendance and on time to RSI classes for the remainder of his term.

1. The June 18, 2007 minutes: Read and approved.

2. CORRESPONDENCE:

a. June 22. L&I received our latest Request for Revision of Committee and approved it. We have updated pages 24 and 25, which now name everyone in their current position except the most recent change between Valda and Michelle. The committee can view these changes via <http://www.ini.wa.gov/TradesLicensing/Apprenticeship/Programs/Standards/default.asp>.

b. Mailed info packets to:  
Kreativ Edge Salon, Kathy Martin owner, Redmond WA  
Inspirito Salon, Carly Orr owner, Bremerton WA

3. UNFINISHED BUSINESS:

a. Salon application process reviewed and agreed upon.

- b. Noah will be visiting Cascade and reporting back.
- c. WSCAP meeting calendar set through end of 2007 and

changes made as follows:

- WEDNESDAY, August 15, 9 AM, phone conference
- WEDNESDAY, September 12, 9 AM, phone conference
- October meeting is FACE-TO-FACE in Wenatchee, date/time TBA
- WEDNESDAY, November 14, 9 AM, phone conference
- WEDNESDAY, December 12, 9 AM, phone conference

#### 4. NEW BUSINESS:

- a. Charlet moved to start paperwork to make the WSCAP a 501C3 non-profit organization. Michelle seconded the motion and it passed unanimously.
- b. Advanced Laser was unanimously accepted as the newest salon member.

#### 5. NEW APPLICANTS:

Magdalena Maria Wroblenska, Butter London  
Salon Teze

#### 6. REPORTS:

- a. Education Director Report: Education report submitted via email.
- b. Treasurer Report: Figures for June were submitted but will not be recorded in minutes.
- c. Financial Stability Workgroup: Financial responsibilities were passed as of July 8, 2007 from Jan Tanabe to Heidi Geis. Transition will be made with account signers Heidi Geis and Michelle Arnold, as well as the financial address at 1337 South Grand Blvd., Spokane, WA, 99202.
- d. Program Growth Workgroup: Discussion continues.
- e. Salon Owner Education Workgroup: Discussion continues.

7. ADJUSTING DIFFERENCES: None

9. INDIVIDUAL PROGRESS REPORTS: None

10. APPROVING COMPLETION OF TERMS OF APPRENTICE: None

11. GOOD AND WELFARE OF THE APPRENTICE PROGRAM: None

#### 12. TIME AND PLACE OF NEXT MEETING:

- WEDNESDAY, August 15, 9am phone conference
- <<Please note day and time change!!

## APPENDIX 4

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### **Learning on the job**

Pilot program offers apprenticeships for cosmetologists and beauticians

### **BY ROLF BOONE**

THE OLYMPIAN, October 29, 2005

OLYMPIA -- Beauty may be in the eye of the beholder.

But it also could soon be in the hands of a new wave of cosmetologists, manicurists, estheticians and barbers who have taken part in a program that allows them to work toward an industry license through paid, on-the-job training.

The next step could be an attempt to make the program permanent, said salon owner Dennis Jensen. Jensen, the owner of Salon Fifth Avenue in downtown Olympia, is one of 13 salons in the state participating in a pilot apprentice program passed by the state Legislature two years ago.

Oversight of the program has been shared by the state Department of Licensing and the state Department of Labor and Industries.

The pilot program expires in June 2006, but before then, Jensen hopes it will become law.

"This is a way for us to raise the bar in the industry and find people with a true passion for what they do," he said.

Though a bill has yet to be introduced, state Sen. Mary Margaret Haugen, D-Camano Island, has agreed to sponsor the bill in the upcoming January Legislature session. Jensen believes the bill has a good chance of passing because the state Senate voted 49 to 0 in favor of the pilot program in 2003.

Jensen also will produce two of the first graduates to try the 18-month program -- cosmetologist Jamie Valentine, who received her license last week, and Miriam Run, a manicurist who will receive her license next month.

Valentine and Run are among 28 students taking part in the program.

From the beginning, the impetus behind the pilot program was to give students a chance to earn a living and receive training in lieu of having to pay a beauty school -- costs that can sometimes range between \$6,000 and \$12,000 for tuition, Jensen estimated.

Beauty school owner Cindi Cooper has mixed feelings about the apprentice program.

Cooper, who owns Eastside Beauty and Barber College in Lacey and a second school in Shelton, said while students benefit from being paid, she was unhappy with mid-stream changes to the current pilot program.

Originally, the pilot program required classroom instruction to be only at South Seattle Community College. Later, the Department of Licensing changed the requirement so that students can take instruction at a location other than a licensed school.

"It's not fair that I have to teach here, but they can teach anywhere else," she said about salons participating in the program.

Zondra Espinosa, who manages Cooper's Lacey-based beauty school, said she expects no impact if a law is passed. She doubts many salons will be willing to expand their payroll to pay students.

"I don't see the salons paying someone a lot of money to be their gopher," she said.

Under the current pilot apprentice program, cosmetologists, for example, receive 3,000 hours of training and are paid an hourly wage that climbs from \$7.80 to \$10.80 to complete the course. They also receive health benefits and contribute to training expenses by paying 40 cents, 80 cents and finally \$1 an hour during the 3,000-hour training period.

Jensen said participating salons pay 20 cents an hour toward training expenses. Those expenses - - wages, health care and training costs -- might have had an effect on the number of salons that participated in the program. Initially, 20 salons signed up and then that number dropped to 13, Jensen said.

"To put that into perspective, pilot programs change all the time," he said. "People jumped into it right from the beginning thinking it would mean cheap labor."

If the apprentice program doesn't become law, students will be allowed to finish their coursework, but the program would effectively end after June 2006, Jensen said.