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Department of Labor & Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



REQUEST FOR REVISION OF STANDARDS

Karla Inute
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

From: **SAGE APPRENTICE PROGRAM, #1945**
(NAME OF PROGRAM STANDARDS)

Update Standards to reflect the following changes.
Deletions shall be Struck Through
Additions will be underlined.

Cover Sheet:
Cosmetologist 39-5012.00 ~~3000~~2000 hours

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Authorized signatures
(chr.) *Lorinda Cook*
(sec.) *LeeAnn Johnson*
date: 9.12.16

Approved by:
Washington State Apprenticeship & Training Council
Secretary of WSATC:
date:

attach additional sheets if necessary

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III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Selection Procedures:

- ~~1. All applications shall be identical in form and requirements. A column will be provided on the application log to show the progress by dates and final disposition of each application.~~
- ~~2. Applications can be obtained and completed for the SAGE Apprenticeship Program www.cosmetologyapprentice.org.~~
- ~~3. Before completing the application, each applicant will be required to review the Apprenticeship Standards and will be provided with information about the program.~~
- ~~4. Completed applications will be checked for minimum qualifications, along with required supporting documents (proof of age and I-9 employment eligibility verification). Applicants deficient in one or more qualifications or making false statements on their application will be notified in writing of their disqualification. The applicant will also be notified of the appeal rights to them. No further processing of the application will be taken.~~
- ~~5. Applicants meeting the minimum qualifications and submitting the required documents will be notified where and when to appear for the interview.~~
- ~~6. Upon acceptance of the applicant, the SAGE Apprenticeship Program shall make an evaluation as to his/her ability and place him/her in the program in the proper work experience and wage progression period and register him/her to the employer. He/she also is to be registered with the Washington State Apprenticeship and Training Council.~~

The following is the hiring and application procedure adopted by the Sage Apprenticeship Committee in compliance with the State Apprenticeship and Training Council rules and regulations.

1. The Sage Apprenticeship Committee does not serve as a referral agency for apprenticeship applicants. Persons desiring to become apprentices under the Sage Apprenticeship Committee must apply directly to employers who are approved by the Committee for such training.

Apprentice applicants can obtain application information online at <http://www.sageapprentice.com/home/registration-guideline/>

2. Persons who become employed as apprentices by employers approved by the Committee and who provide verification of age and education qualifications shall be informed of their obligations under the standards established for the trade. Applicant s who are accepted by the Committee shall be formally registered to the employers involved.

3. The Committee shall evaluate each applicant's prior experience and work history in order to place the applicant into the program at the proper level of work experience and wage

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progression in accordance with Department of Licensing Division of Cosmetology regulations.

- 4. The Sage Apprenticeship Committee shall be responsible for obtaining signed agreement forms from all individual employers who are approved to hire and train apprentices, which shall state that the employer will comply with the State of Washington Affirmative Action Plan. Agreement forms are to be furnished by the Washington State Apprenticeship and Training Council. When they have been executed by the individual employers, the forms are to be forwarded to the Council.

B. Equal Employment Opportunity Plan:

- 1. The Apprenticeship Sponsor's Affirmative Action Plan shall include dissemination of information concerning the nature of apprenticeship, availability of apprenticeship openings, source of applications, and the equal opportunity policy of the sponsor. Such information shall be given to the U.S. Dept. of Labor Office of Apprenticeship, local schools, local Work Source offices of the Employment Security Department, community organizations which effectively reach minority and women's (minority and non-minority) groups, and newspapers circulated in the minority community.
 - 2. The sponsor shall participate in annual workshops, if available, designed to familiarize all concerned with the apprenticeship system and current opportunities.
 - 3. The sponsor shall grant credit for previous trade experience or trade related courses for all applicants equally only in accordance with all rules and regulations of the Department of Licensing Division of Cosmetology.
- 1. ~~Participation in workshops for school and employment service counselors.~~
 - 2. ~~Cooperate and council with secondary and vocational school administrators concerning the needs of the industry and how transition of female, minority group and economically disadvantaged students from school to cosmetology apprenticeship can best be accomplished.~~
 - 3. ~~Disseminate information within the industry to acquaint all involved with the goals of the apprenticeship program and to affect cooperation.~~

IV. TERM OF APPRENTICESHIP:

A. Cosmetologist, Barber, Esthetician, Hair Designer, and Manicurist

The term of apprenticeship shall be 2000 hours of reasonable continuous employment.

B. Cosmetologist

The term of apprenticeship shall be 3000 hours of reasonable continuous employment.

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V. INITIAL PROBATIONARY PERIOD:

A. The first 400 hours of employment for Cosmetologist, Barber, Esthetician, Hair Designer, and Manicurist.

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B. ~~The first 600 hours of employment for Cosmetologist.~~

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

ADD the following after the 2nd paragraph

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Exception: Pursuant to RCW-Title 49 -
Chapter 49.46.060 under special certificates issued to regulations of the director.
49.46.060

Exceptions for learners, apprentices, messengers, disabled.
The director, to the extent necessary in order to prevent curtailment
of opportunities for employment, shall by regulations provide for (1)the
employment of learners, of apprentices, and of messengers employed primarily in
delivering letters and messages, under special certificates issued pursuant to
regulations of the director, at such wages lower than the minimum
wage applicable under RCW 49.46.020 and subject to such limitations as to time,
number, proportion, and length of service as the director shall prescribe, and (2)
the employment of individuals whose earning capacity is impaired by age or physical
or mental deficiency or in jury, under special certificates issued by the director, at
such wages lower than the minimum wage applicable under RCW
49.46.020 and for such period as shall be fixed in such certificates.

[1959 c 294 § 6.]

A. Cosmetologist, Barber, Esthetician, Hair Designer, and Manicurist

Step	Number of hours/months	Percentage of journey-level rate
1	0000 - 0667 hours	75%
2	0668 - 1333 hours	80%
3	1334 - 2000 hours	90%

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B. Cosmetologist

Step	Number of hours/months	Percentage of journey level rate
1	0000 - 1000 hours	75%
2	1001 - 2000 hours	80%
3	2001 - 3000 hours	90%

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Section VIII:

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B. Cosmetologist:

Approximate Hours

Cosmetology Services

Skin Services	200100
Nail Services	200100
Wax Services	200100
Cutting Service	300200
Artificial Hair Services	20050
Styling Services.....	300200
Shampoo Services	20050
Chemical Texture Services	300200
Color Services	300200
Service Skill Subtotal:	22001200

TOTAL HOURS: 30002000

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