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

REQUEST FOR APPROVAL OF PROPOSED STANDARDS

O.M
L&I apprenticeship coordinator

TO: Washington State Apprenticeship & Training Council

FROM Life's Styles Beauty & Barber LLC
NAME OF PROGRAM STANDARDS

Check appropriate box:
☐ Committee ☒ Plant ☐ OJT

OCCUPATION(S):	HOURS:	SOC #:
Barber	2000	39-5011.00

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Authorized Signatures:

Chair:	Approved by: Washington State Apprenticeship & Training Council
Secretary	Secretary of Council
Date: 09/09/2016	Date:

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STANDARDS OF APPRENTICESHIP
adopted by

LIFE'S STYLES BEAUTY AND BARBER, LLC.
(sponsor name)

Occupational Objective(s):	SOC#	Term
BARBER	**39-5011.00**	**2000 HOURS**

APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

Initial Approval

Committee Amended

Standards Amended (review)

Standards Amended (administrative)

By: Chair of Council

By: Secretary of Council

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LIFE'S STYLES BEAUTY AND BARBER, LLC.

INTRODUCTORY STATEMENT

SEP 03 2016

The director of the Department of Labor and Industries appointed the Washington State Apprenticeship and Training Council (WSATC) as the regulatory body responsible for developing, administering, and enforcing apprenticeship program standards (Standards) for the operation and success of apprenticeship and training programs in the State of Washington. Apprenticeship program sponsors function, administer, or relinquish authority only with the consent of the WSATC. Furthermore, only apprentices registered with the supervisor or recognized under the terms and conditions of a reciprocal agreement will be recognized by the WSATC. Parties signatory to these standards of apprenticeship declare their purpose and policy is to establish and sponsor an organized system of registered apprenticeship training and education.

These Standards are in conformity and are to be used in conjunction with the Apprenticeship Rules, chapter 296-05 WAC (Washington Administrative Code); Apprenticeship Act, chapter 49.04 RCW (Revised Code of Washington); The National Apprenticeship Act, 29 U.S.C. (United States Code) 50; Apprenticeship Programs, Title 29 Part 29 CFR (Code of Federal Regulations); and Equal Employment Opportunity in Apprenticeship and Training, Title 29 Part 30 CFR which govern employment and training in apprenticeable occupations. They are part of this apprenticeship agreement and bind all signers to compliance with all provisions of registered apprenticeship. Additional information may need to be maintained by the program sponsor that is supplemental to these apprenticeship standards. This information is for purposes of ensuring compliance with decisions of the WSATC and the apprenticeship laws identified above.

If approved by the council, such amendment/s and such changes as adopted by the council shall be binding to all parties. Program sponsors shall notify apprentices and employer training agents (if applicable) of changes when adopted by the council. If and when any part of these Standards becomes illegal, as pertains to federal and/or state law, that part and that part alone will become inoperative and null and void, and the Department of Labor and Industries (Department) may adopt language that will conform to applicable law. The remainder of the Standards will remain in full force and effect.

Sections of these standards identified as bold "insert text", fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of the standards are boilerplate and may only be modified by the WSATC.

See WAC 296-05-003 for the definitions necessary for use with these Standards.

Sponsor Introductory Statement (Optional): **NONE**

I. GEOGRAPHIC AREA COVERED:

The sponsor has no authority to conduct training outside of the geographical area covered by these Standards. The sponsor may enter into an agreement [portability agreements –

see WAC 296-05-303(4)(g)] with other sponsors for the use of apprentices by training agents that are working outside of their approved geographic area. Also, the WSATC may recognize and approve out-of-state apprenticeship programs and standards if certain conditions are met and the out-of-state sponsoring entity requests it (see WAC 296-05-327). Apprenticeship program sponsors will ensure compliance with the provisions of any agreement recognized by the WSATC.

The area covered by these Standards shall be Life's Styles Beauty and Barber, LLC located at Life's Styles Beauty and Barbershop, 32700 Pacific Hwy. S. Suite 1, Federal Way, WA. 98003

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [see WAC 296-05-316(17)].

A. Barber

Age:	**Applicants shall be at least sixteen (16) years of age.**
Education:	**All applicants shall be high school graduates or provide proof of equivalent education attainment through such means as an accredited Alternative High School or an official report of successful results of the G.E.D. test.**
Physical:	**Applicants shall not be considered if they have a physical condition sufficient to impair the person's safety of the safety of others on the job.**
Testing:	**None.**
Other:	**None.**

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

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedures (see Part D of chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex, color, religion, creed, national origin, age, sexual orientation, marital status, veteran or military status, the presence of a disability or any other characteristic protected by law. The sponsor shall

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take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council (chapter 296-05 WAC) and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

Exempted for programs with fewer than five apprentices per WAC 296-05-405(1)(a).

B. Equal Employment Opportunity Plan:

Exempted for programs with fewer than five apprentices per WAC 296-05-405(1)(a).

Discrimination Complaints.
Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The minimum term of apprenticeship must not be less than 2000 hours of reasonably continuous employment in each occupation identified in these Standards. The term of apprenticeship must be stated in hours of employment [WAC 296-05-316(1)].

A. Barber

The term of apprenticeship shall not be less than 2000 hours of reasonable continuous employment.

V. INITIAL PROBATIONARY PERIOD:

All apprentices are subject to an initial probationary period, stated in hours or months of employment for which they receive full credit toward completion of apprenticeship. Advance credit/standing will not reduce the initial probationary period. The initial probationary period [WAC 296-05-316(22)]:

1. Is the period following the apprentice's registration into the program and during which the apprentice's appeal rights are impaired? The initial probation must not exceed twenty percent (20%) of the term of apprenticeship or one year from date of registration, unless Civil Service or law has granted an exemption by the WSATC for longer probationary periods as specified.

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2. Is the period that the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party? The sponsor or the apprentice of the apprenticeship agreement may terminate the agreement without a hearing or stated cause. An appeal process is available to apprentices who have completed the initial probationary period.

A. **Barber**
The initial probationary period shall be the first 400 hours of employment.

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VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS:

Supervision is the necessary education, assistance, and control provided by a journey-level employee that is on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. The sponsor will assure that apprentices are under the supervision of competent and qualified journey-level workers on the job who are responsible for the work being performed, to ensure safety and training in all phases of the work. Apprentices will work the same hours as journey-level workers, EXCEPT where such hours may interfere with related/supplemental instruction [WAC 296-05-316(5)].

The ratio of apprentices to journey person shall not exceed one (1) apprentice for each one (1) journey person at each place of business.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

The apprentice will be paid a progressively increasing schedule of wages based on specified percentages of journey-level wage consistent with skills acquired [WAC 296-05-316(27)]. These may be indicated in hours or monthly periods set by the sponsor. The entry wage will not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable federal law, state law, respective regulations, or by collective bargaining agreement.

The sponsor may accelerate, by an evaluation process, the advancement of apprentices who demonstrate abilities and mastery of the occupation to the level for which they are qualified. When the apprentice is granted advanced standing the sponsor must notify the employer/training agent of the appropriate wage per the wage progression schedule specified in these Standards.

A. **Barber**

Step	Number of hours/months	Percentage of journey-level rate
1	**0000 - 0650 hours**	**65%**
2	**0651 - 1349 hours**	**75%**
3	**1350 - 2000 hours**	**90%**

The Step 1 wage will not be lower than the Washington State Minimum Wage.

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these Standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit.

Employers/training agents shall only use registered apprentices to perform the work processes as stated in this section. [WAC 296-05-303(5)(f)]

A. Barber:

		Approximate Hours
1.	Shampoo & Conditioning	150
2.	Scalp & Hair Treatment & massage and analysis	10
3.	Hair Cutting & trimming, including scissors, razor, shears, clippers	700
4.	Hair styling, wet, dry and thermal styling and styling aids	25
5.	Cutting and trimming of facial hair, including shaving beard and mustache design and eyebrow, ear and nose hair-trimming	450
6.	Artificial hair	20
7.	Diseases and disorders of the skin, scalp and hair	200
8.	Safety including proper use of implements and electrical appliances	200
9.	First aid as it relates to barbering	100
10.	Sterilization in the work place	75
11.	Product knowledge and sales techniques	50
12.	Miscellaneous	20
	TOTAL HOURS:	**2000**

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IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in related/supplemental instruction shall not be considered as hours of work, and the apprentice will not be required to be paid for time spent in related/supplemental instruction.

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The sponsor and training agent must provide for instruction of the apprentice during the related/supplemental instruction in safe and healthful work practices in compliance with the Washington Industrial Safety and Health Act, and applicable federal and state regulations.

Clock hours of actual attendance by the apprentice in related/supplemental instruction classes at the community/technical college or other approved training locations shall be reported to the Department on a quarterly basis. Such reports will clearly identify paid versus unpaid and supervised versus unsupervised RSI time for industrial insurance purposes.

For industrial insurance purposes, the WSATC will be considered as the employer should any supervised apprentice, not being paid to attend RSI, sustain an injury while participating in related/supplemental classroom activity, or other directly related activity outside the classroom. The activities must be at the direction of the instructor.

In case of failure on the part of any apprentice to fulfill the obligation to attend RSI, the sponsor has authority to take disciplinary action (see Administrative/Disciplinary Procedures section).

The methods of related/supplemental training must consist of one or more of the following (please indicate by checking those that apply):

( ) Supervised field trips

( ) Approved training seminars (specify)

( ) A combination of home study and approved correspondence courses (specify)

( ) State Community/Technical college

( ) Private Technical/Vocational college

( ) Training trust

(X) Other (specify)**: Milady's Standard Textbook. Classes will be taught at a sponsor provided classroom and lab, located at 32700 Pacific Hwy S. Suite 1, Federal Way, WA. 98003**

144 Minimum RSI hours per year defined per the following (see WAC 296-05-316(6)):

(X) Twelve-month period from date of registration.*
() Defined twelve-month school year: **(insert month)** through **(insert month)**.
() Two thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

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Additional Information:

NONE

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X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Sponsors may include in this section requirements and expectations of the apprentices and training agents and an explanation of disciplinary actions that may be imposed for noncompliance. The sponsor has the following disciplinary procedures that they may impose: Disciplinary Probation, Suspension, or Cancellation.

Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the program sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is completed. During the disciplinary probation, the apprentice has the right to file an appeal of the sponsor's action with the WSATC (as described in WAC 296-05-009).

Suspension: A suspension is a temporary interruption in progress of an individual's apprenticeship program that may result in the cancellation of the Apprenticeship Agreement. Could include temporarily not being allowed to work, go to school or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action.

Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [as described in WAC 296-05-316(22)].

A. General Procedures

1. **Upon acceptance of the applicant into Life's Styles Beauty and Barber LLC., the apprenticeship sponsor shall make an evaluation as to his/her ability and place him/her in the program in the proper work experience and wage progression step and register him/her with the Washington State Apprenticeship and Training Council.**

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2. **Failure to maintain employment with Life's Styles Beauty and Barber, LLC shall result in immediate termination of the apprenticeship agreement.**

3. **In case of failure on the part of the apprentice to fulfill his/her obligation as to classroom attendance, job performance or satisfactory work habits; Life's Styles Beauty and Barber, LLC shall have the authority to suspend, or cancel the apprentice's agreement.**

4. **The apprentices shall be evaluated at every wage progression step to determine eligibility for advancement and receive scheduled pay increase. Evaluations shall document apprentice's on the job training progress, related supplemental instruction grades and attendance, including evaluations provided by Journey-level Licensed Barbers working with the registered apprentice.**

5. **When an apprentice evaluation proves to be unsatisfactory, the employer shall have the right to withhold their periodic wage advancements, suspend or cancel the apprenticeship agreement, or take other disciplinary action.**

6. **Excused absences from work or school will be allowed for:**
   a. **Illness of apprentice, must be verified**
   b. **Unsafe travel situations to employment or school, by prior approval of employer**
   c. **Vacation/trips, by prior approval of employer**
   d. **A death in the immediate family**
   e. **Other reasons deemed acceptable by the employer, with reasonable notice**

7. **An apprentice's failure to follow procedures may result in the employer issuing a 20-day show cause notification for disciplinary action that may result in the apprentice's suspension and/or cancellation from the apprenticeship program.**

B. Local Apprenticeship Committee Policies

NONE

C. Complaint and Appeal Procedures:

All registered programs must establish procedures explaining the program's complaint review process. Complaints that involve matters covered by a collective bargaining agreement are not subject to the complaint review procedures in this section.

Complaint (after initial probation completed) – WAC 296-05-009 and 296-05-316(22)

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Prior to: 20 calendar days of intention of disciplinary action by a sponsor

- Sponsors must notify the apprentice in writing of action to be taken
- Must specify the reason(s) for discipline, suspension, or cancellation
- Decision will become effective immediately
- Written reason(s) for such action must be sent to the apprentice

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Within: 30 calendar days request for reconsideration from the sponsor

- Apprentice to request sponsor to reconsider their action

Within: 30 calendar days of apprentice's request for reconsideration

- Sponsor must provide written notification of their final decision

If apprentice chooses to pursue the complaint further:

Within: 30 calendar days of final action

- Apprentice must submit the complaint in writing to the Department
- Must describe the controversy and provide any backup information
- Apprentice must also provide this information to the local sponsor

Within: 30 business days for supervisor to complete investigation

- If no settlement is agreed upon during investigation, then supervisor must issue a written decision resolving the controversy when the investigation is concluded

If the apprentice or sponsor disputes supervisor decision:

Within: 30 calendar days of supervisor's decision, request for WSATC hearing

- Request must be in writing
- Must specify reasons supporting the request
- Request and supporting documents must be given to all parties
- WSATC must conduct the hearing in conjunction with the regular quarterly meeting

Within: 30 calendar days after hearing

- WSATC to issue written decision

XI. COMMITTEE – RESPONSIBILITIES AND COMPOSITION

NOTE: The following is an overview of the requirements associated with administering an apprenticeship committee and/or program. These provisions are to be used with the corresponding RCW and/or WAC.

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LIFE'S STYLES BEAUTY AND BARBER, LLC.

The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. A committee is responsible for the day-to-day operations of the apprenticeship program and they must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC. Sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-316): (Not applicable for Plant Programs) Convene meetings at least three times per year of the program sponsor and apprenticeship committee attended by a quorum of committee members as defined in the approved Standards. If the committee does not indicate its definition of quorum, the interpretation will be "50% plus 1" of the approved committee members. Conference call meetings may be conducted in lieu of regular meetings but must not exceed the number of attended meetings and no disciplinary action can be taken during conference call meetings.

B. Program Operations (Chapter 296-05 WAC - Part C & D):

1. The program sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department on request.

   Records required by WAC 296-05-400 through 455 (see Part D of chapter 296-05 WAC) will be maintained for five (5) years; all other records will be maintained for three (3) years.

2. The sponsor will submit to the Department through the assigned state apprenticeship consultant the following list:

   Forms are available on line at http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp or from your assigned apprenticeship consultant.

   - Apprenticeship Agreements – within first 30 days of employment
   - Authorization of Signature forms - as necessary
   - Approved Training Agent Agreements (sponsor approving or canceling) – within 30 days
   - Minutes of Apprenticeship Committee Meetings – within 30 days of meeting (not required for Plant program)
   - Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor
   - Journey Level Wage Rate – annually, or whenever changed
   - Request for Revision of Standards - as necessary
   - Request for Revision of Committee - as necessary
   - Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
     1st quarter: January through March, by April 10
     2nd quarter: April through June, by July 10
     3rd quarter: July through September, by October 10

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4th quarter: October through December, by January 10

- On-the-Job Work Hours Reports (bi-annual)
  1st half: January through June, by July 30
  2nd half: July through December, by January 31

3. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these Standards that must be submitted for Department approval and updating these Standards. The apprenticeship program manager may administratively approve requests for revisions in the following areas of the Standards:
   - Program name
   - Sponsor's introductory statement (if applicable)
   - Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
   - Section VII: Apprentice Wages and Wage Progression
   - Section IX: Related/Supplemental Instruction
   - Section XI: Committee - Responsibilities and Composition (including opening statements)
   - Section XII: Subcommittees
   - Section XIII: Training Director/Coordinator

4. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for related/supplemental instruction. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult-learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

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C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement, with the Department before the apprentice attends the related/supplemental instruction classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.

   The Department must be notified within 30 days of program approval, of all requests for disposition or modification of agreements, with a copy of the minutes approving the changes, which may be:
   - Certificate of completion
   - Additional credit
   - Suspension (i.e. military service or other)
   - Reinstatement
   - Cancellation and/or
   - Corrections

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2. Rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.

3. Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.

4. The sponsor has the obligation and responsibility to provide, insofar as possible, continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another sponsor when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these Standards. The new sponsor or training agent will assume all the terms and conditions of these Standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.

5. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.

6. Hear and adjust all complaints of violations of apprenticeship agreements.

7. Upon successful completion of apprenticeship, as provided in these Standards, and passing the examination that the sponsor may require, the sponsor will recommend that the WSATC award a Certificate of Completion of Apprenticeship. The program will make an official presentation to the apprentice that has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. Offer training opportunities on an equal basis to all employers and apprentices. Grant equal treatment and opportunity for all apprentices through reasonable working and training conditions and apply those conditions to all apprentices uniformly. Provide training at a cost equivalent to that incurred by currently participating employers and apprentices. Not require an employer to sign a collective bargaining agreement as a condition of participation.

2. Determine the adequacy of an employer to furnish proper on-the-job training in accordance with the provisions of these Standards. Require all employers requesting approved training agent status to complete an approved training agent

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agreement and comply with all federal and state apprenticeship laws and the appropriate apprenticeship Standards.

3. Submit approved training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty days of committee approval. Submit rescinded approved training agent agreements and/or the list of approved training agents to the Department within thirty days of said action.

E. Composition of Committee: (see WAC 296-05-313)

Apprenticeship committees must be composed of an equal number of management and non-management representatives composed of at least four members but no more than twelve. If the committee does not indicate its definition of a quorum, the interpretation will be "50% plus 1" of the approved committee members.

Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa; EXCEPT, this does not apply where the Registration Agency represents the apprentice(s).

For plant programs the WSATC or the Department designee will act as the employee representative.

Quorum: **See Above**

Program type administered by the committee: **Plant**

The employer representatives shall be:

Dennis Styles
32700 Pacific Hwy. S.
Federal Way, WA. 98003

The employee representatives shall be:

Washington State Apprenticeship and Training Council
PO Box 44530
Olympia, WA 98504-4530

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XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these Standards, and are subject to the main committee. The main committee must approve all actions of the subcommittee(s).

NONE

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

NONE

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Apprenticeship Section
PO Box 44530
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Journey Level Wage Rate

From which apprentices' wages rates are computed

TO: Washington State Apprenticeship & Training Council

From LIFE'S STYLES BEAUTY AND BARBER, LLC.
(NAME OF STANDARDS)

Occupations	County(s)	Journey Level Wage Rate	Effective Date:
Barber	Pierce, King	15.00	09/06/2016

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Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

Program Sponsor: Life's Styles Beauty and Barber, LLC.			
Skilled Occupational Objective:	Barbering		
Term/OJT Hours:	2000	Total RSI Hours:	144
Training Provider:	Dennis Styles		

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- By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:
  1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
  2. The RSI is coordinated with the on-the-job work experience.
  3. The RSI is provided in safe and healthful work practices in compliance with WISHA and applicable federal and state regulations.

Signature of Program Sponsor	Dennis Styles Print Name

- By the signature placed below, the **training provider** assures that:
  1. The RSI will be conducted by instructors who meet the qualifications of "competent instructor" as described in WAC 296-05-003.
     a. Has demonstrated a satisfactory employment performance in his/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
     b. Meets the State Board for Community and Technical Colleges requirements for a professional-technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
     c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
  2. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, such instruction is clearly defined.

Signature of Training Provider	Dennis Styles Print Name
Master Barber and Instructor Title	Life's Styles Beauty and Barber, LLC. Organization

(If additional training providers, please provide information and signatures on next page.)

SBCTC Program Administrator has reviewed RSI plan and recommendations of the Trade Committee.

Signature of SBCTC Program Administrator	Print Name	Date

☐ SBCTC recommends approval ☐ SBCTC recommends return to sponsor

F110-519-000 RSI - Apprenticeship Related Supplemental Instruction (RSI) Plan Review Glossary of Term

F100-521-000 Apprenticeship Related Supplemental Instruction (RSI) Plan Review Criteria

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9/3/16 mm

Program Sponsor:	Life's Styles Beauty and Barber	E-MAIL RECEIVED BY CENTRAL OFFICE: 9/7/16 KR
Skilled Occupational Objective:	Barbering	

NOTE: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and review committee.

Describe minimum hours of study per year in terms of (check one):

- ☐ 12-month period from date of registration
- ☐ Defined 12-month school year
- ☒ 2,000 hours of on-the-job training

Element/course:	Haircutting	Planned Hours:	50
Mode of Instruction (please check all that apply): ☒ Classroom ☐ Lab ☒ On-line ☐ Self-study Provided by:			
Description of element/course: Comprehensive instruction on which tools to use, how to hold them, how to use them and haircutting styles and techniques.			

Element/course:	Barbering business	Planned Hours:	30
Mode of Instruction (please check all that apply): ☒ Classroom ☐ Lab ☐ On-line ☒ Self-study Provided by:			
Description of element/course: Comprehensive instruction on customer service, money management (filing taxes and 1099), inventory, front desk operation, customer booking, and advertising.			

Element/course:	Sanitation/Disinfecting	Planned Hours:	30
Mode of Instruction (please check all that apply): ☒ Classroom ☒ Lab ☐ On-line ☐ Self-study Provided by:			
Description of element/course: Comprehensive instruction on barber sanitation, disinfecting and diseases.			

Element/course:	Safety	Planned Hours:	30
Mode of Instruction (please check all that apply): ☒ Classroom ☐ Lab ☐ On-line ☐ Self-study Provided by:			
Description of element/course: Comprehensive instruction on barber safety to include client safety, barber safety and shop/salon safety.			

Element/course:	First Aide	Planned Hours:	4
Mode of Instruction (please check all that apply): ☒ Classroom ☐ Lab ☐ On-line ☒ Self-study Provided by:			
Description of element/course: Comprehensive instruction on minor cuts and abrasions and blood spill procedures in compliance with OSHA			

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