

Apprenticeship Information

The Apprenticeship Program is a training program approved by the Division of Apprenticeship Standards (DAS) and Board of Barbering and Cosmetology (Board) that allows a trainee, called an apprentice, to earn a wage while studying to become a cosmetologist, barber or electrologist under the guidance and supervision of a Board licensed trainer in an establishment licensed by the Board.

Qualifications to Participate in the Apprenticeship Program

1. Be at least sixteen (16) years of age and have completed the 10th grade or its equivalency.
2. Have a valid social security (SSN) or individual taxpayer identification number (ITIN)
3. Have a valid government-issued photo ID.
4. Commit to working a minimum of 32 hours and no more than 42 ½ hours per week of On-the-Job Training (OJT) hours. Apprentice are required to complete a minimum of 3200 OJT hours over a 2-year period.
5. Attend classes and complete the Related Training Hours (RTH) which are provided by your program sponsor. You will be required to complete a minimum of 220 hours over a 2-year period.

How to Become an Apprentice

To start the process of becoming an apprentice you will need to join an approved apprenticeship program (also called a program sponsor). A list of approved apprenticeship programs can be found below.

All apprenticeship programs will charge a fee to join their program. You should contact multiple apprenticeship programs and inquire about their fees, what the fee includes, and where the RTH classes are located. Unless the program sponsor has applied for and received an exemption from The Bureau of Private Postsecondary Education (Bureau), this training CANNOT exceed \$2500.00. If you feel your program sponsor is charging more than \$2500.00 without this exemption, please contact the Bureau (<https://www.bppe.ca.gov/>) with your concerns.

Complete the Board's Online Pre-Apprentice Training Course. This course will provide you with the information needed to start your apprenticeship, and will include health and safety, sanitation, regulations and more.

After you complete the Pre-Apprentice Training Course, your program sponsor will have you fill out the following forms:

1. **Application for an Apprentice License.** You may be required to find your own trainer and establishment where you will work. Your trainer must have a valid license in the same occupation as the apprentice license you are applying for to supervise your training and the establishment where your training will take place must have a valid establishment license. Your trainer and establishment cannot have outstanding fines, currently be on, or have prior disciplinary actions in the last 2 years.
2. **Statement of Trainer Responsibilities.** This form must be maintained on the premises of the establishment you are assigned to work in.
3. Additional documents to register you as an apprentice in California with DAS.

Wages and Workman's Compensation

Your apprentice license will be issued to the establishment you list on your application. Once you receive your license, you can start working in the salon with your trainer*. Your employer (establishment owner) is required to:

1. Pay you at least minimum wage. As an apprentice you cannot work for commission or rent the station in the establishment you are assigned to work in.
2. Obtain Workman's Compensation for you.

Examination and Licensure

After completing at least 21 months of the apprenticeship program, the required OJT and the required RTH, you will apply for the licensing exam by submitting the **Application for Examination**, a Certificate of Completion, and the fee listed on the application. Once you pass the written examination, you will receive your professional license and will no longer have to work under a trainer as an apprentice.

***An apprentice cannot work until an apprentice license has been issued and is in the possession of the apprentice. Failure to obtain all approvals before working as an apprentice will subject the establishment owner and apprentice applicant to administrative citations and fines of up to \$1,000.00. If you have any questions or concerns, please email the Board at bbcapprntice@dca.ca.gov or contact your program sponsor.**

How to find an Approved Program Sponsor

Please visit the Division of Apprenticeship Standards (DAS) website to find an Approved Program Sponsor: <https://www.dir.ca.gov/databases/das/aigstart.asp>