

**STATE BARBER & COSMETOLOGY APPRENTICESHIP ADVISORY COMMITTEE  
MEETING**

**Monday, February 25, 2013**

Gateway Technical College  
800 Main St  
Sturtevant, WI

**Meeting Minutes  
DRAFT**

**Members Present**

Barnes, Rose	Moda Bella Salon & Spa
Belton, Lazonnice	Visions in Hair Design # 2
Fanson, Tania	Genesis Hair & Day Spa
Garnica, Augustin	Tasos Hair Studio
Kornitz, Joan	Waukesha County Technical College (WCTC)
Murphy, Alan R.	King Research / BlueCo Brands
Parker, Sean	Moda Bella Salon & Spa
Rodriguez, Benito	Cost Cutters

**Members Absent**

Brolin, Julie (Chair)	Regis Hairstylists
Henderson, Chereritta	The Original Hair King
Kadima, Biaya	Supreme Fades
Komorowski, Ashley	Cost Cutters # 17
Mender, Judy	Department of Safety and Professional Services (DSPPS)
Primm, Michelle	Ebony III
Rodriguez, Raul	Salon Fiesta
Rosado, Madelin	Lids & Clips
Smith, Tonya	ANIU Salon
Sutter, Carolyn	Cost Cutters of Wisconsin, Inc.
Vogt, Carol	Hair Formations, Inc.

## **Consultants and Guests**

Ahmad, Hafeezah	Bureau of Apprenticeship Standards (BAS) – Milwaukee
Bornstein, Shirley	Great Clips
Brietzman, Sandra	BAS—Kenosha
Christian, Roxanne	Milwaukee Area Technical College
Gauthier, Michelle	Gateway Technical College - Kenosha
Harris, Denise	Racine, WI
Howard, Lauri	Gateway Technical College - Kenosha
Mews, Donna	Gateway Technical College-Kenosha
Morgan, Karen	Director, Bureau of Apprenticeship Standards (BAS)
Poelman, Dona	Salon 180
Simmons, Terry	Gateway Technical College
Smith, Owen	BAS – Madison
Snyder, Berrin	Great Clips
Thompson, Becky	Madison Area Technical College
Wood, Marge	WTCS—System Office

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1. The meeting was called to order at 10:15 by Owen Smith, Bureau of Apprenticeship Standards (BAS), in conformance with the Wisconsin's open meeting law.
2. A roll call was conducted and committee members and guests introduced themselves. All members, consultants and guests signed in.
3. The minutes of the August 20, 2012 meeting were reviewed and approved as written.

#### 4. **Old Business**

##### **a. Roster Updates**

##### **i. New Members**

Owen Smith distributed the current committee roster, and identified updates:

- New member Chereritta Henderson replaced Ceree Hurley as the representative of The Original Hair King
- Former member Tonya Smith replaced Caitlin Berry as the representative of Salon 2000
- Former member Diane Hampton did not renew her term
- All other members agreed to serve an additional three-year term

## ii. Call for Additional Members

- Owen Smith asked current members for nominations for the one vacancy on the committee. The joint labor-management structure of the committee (employer representatives, employee representatives) does not fit the barber-cosmetology industry strongly, so nominees could be owners, managers, or skilled barbers or cosmetologists. Nominees must, however, be employed by an establishment that sponsors an apprentice(s).
  - As a result of this discussion, guest Berrin Snyder of Great Clips volunteered to serve as a member, and was approved by BAS.

## iii. Election of Co-Chair

- Owen Smith suggested members nominate and elect a co-chair to help facilitate meetings. Because the employer-employee distinction does not apply for the purposes of this committee, any member could serve as co-chair.
  - As a result of this discussion, Members nominated and approved member Alan Murphy as co-chair.

## b. Implementation of Barbering Program

### i. Development of Rules and Regulations (DSPS)

- No DSPS representative was able to attend. Hafeezah Ahmad and Karen Morgan of BAS provided information pertaining to the 2013 license renewals:
  - Governor Walker signed a bill on February 14 that divides the occupation of Barber-Cosmetologist into two separate occupations and licenses: Barber and Cosmetologist, respectively. No attendees knew how many days must pass before the bill takes effect (ex. 30, 60 or 90 days).
  - Existing Barber-Cosmetologists renewing their license as a practitioner must declare either the barber or cosmetologist occupation.
  - The Barber occupation provides barbering services only. A barbering establishment must obtain a barbering establishment license. A barbering establishment can employ Barbers as well as Cosmetologists who provide barbering services only.
  - The Cosmetologist occupation provides both barbering services and cosmetology services (ex. nails, shaving, etc.). A cosmetology establishment must obtain a cosmetology establishment license. A cosmetology establishment can employ Barbers, who would provide barbering services only, and Cosmetologists, who would provide both barbering and cosmetology services.
  - Inactive is a new status for licenses, and serves credential holders who no longer intend to practice but need the license to purchase supplies.
  - The standard renewal fee for a Barber or Cosmetologist license is \$82.

- No Continuing Education Units are required to renew a Barber or Cosmetologist license in 2013.
- DSPS will no longer mail licenses.
- Owen Smith distributed hard copies of the DSPS Barbering & Cosmetology Renewal 2013 Frequently Asked Questions. Members asked BAS to forward the following questions to DSPS:
  - Can a Barber or Cosmetologist with a license in inactive status practice part-time (minimal service)?
  - How will the new license requirements be enforced?
- Alan Murphy projected that Indiana will be the first state to de-regulate cosmetology completely (i.e. not require licenses). The Indiana Senate passed a bill recently that eliminates the need for licensure. The bill will be discussed by the Indiana House of Representatives next. Five other states are very close behind. Alan encouraged members and guests to become involved in efforts to prevent similar legislation in Wisconsin.
- Joan Kornitz encouraged members and guests to go to Examination Board and Barbering Advisory Board meetings to show industry support and to learn the background and status of related legislation.

## **ii. Development of Related Instruction**

- The development of related instruction for the Barber occupation is complete, Marge Wood reported. Marge distributed hard copies of the Program Design for the Barber Apprenticeship, the base reference document for the program. The Program Design provides the program description, program outcomes and a template for grouping topics into a standard delivery, as well as an assessment for apprentices to complete during and after the program (mock state board). The program includes 288 hours of theory (paid related instruction).
- WTCS provided start-up funds this year to Gateway and Madison Area Technical Colleges. Milwaukee Area and Mid-State Technical Colleges are strongly considering the program, too.
- Katie Roberts is main WTCS point of contact for the Barber and Cosmetologist programs.
- A comparison between the Barber apprenticeship and Barber technical diploma programs: both programs include 288 hours of theory (paid related instruction); the Barber apprenticeship program includes 3,712 practical hours (on-the-job learning), for a total of 4,000 hours; and the Barber technical diploma program includes 712 practical hours, for a total of 1,000 hours.
- Alan Murphy asked members how they would justify requiring 3,712 practical hours when 288 hours of related instruction is required regardless of the training program or institution. He cautioned that seeming disparities between programs

within a state and across states can be used as an argument for de-regulation. Members replied that employers participate in the apprenticeship program because they prefer having their skilled workers train their new workers on-the-job, because the new workers learn not only the occupation but how to meet the employer's specific needs. Doing so requires extensive on-the-job learning. For example, an establishment usually trains diploma program graduates for an additional year, whereas apprentices begin learning on-the-job from the first day. In addition, the program was designed within the limits of the statutes, Karen Morgan reminded. Karen suggested that members could take an out-of-the-box approach, and analyze the occupation, and examine whether any changes are necessary for now and to prepare for the future.

- As a result of this discussion, members approved a motion to conduct an analysis (DACUM) of the Barber and Cosmetologist occupations, with the primary focus on Barber. The motion was made by Alan Barber and seconded by Tania Fanson. Focus group participants include Berrin Snyder, Augustin Gornica, Ben Rodriguez, Julie Brolin and Cerree Hurley. BAS and WTCS will coordinate the focus group, which must conclude by June 30 due to funding limitations.
- Marge reported that the WCTC salon trainer manual is a great resource for those training apprentices. WTCS set aside funding to update it and revise it. Marge asked whether members whether they would like to have a similar document for barbering. Members agreed, and stated that the item is already on their to-do list.

### **iii. Review of Barbering Registration Process**

- Karen Morgan and Hafeezah Ahmad reported that the apprenticeship application process did not change as a result of the law changes. The current application asks the applicant to indicate whether he or she is applying for the Barber or Cosmetologist occupation.
  - As a result of this discussion, BAS will bring a sample application to the next meeting.

### **c. DSPS Update**

This item was skipped because DSPS representatives were unable to attend.

## **5. New Business**

### **a. Review of State Standards**

Owen Smith facilitated the continued review of the State Standards. Members proposed the following updates, to be reviewing and voted upon at the fall meeting:

- In Section One, Definitions, members changed “Barber-Cosmetologist” to “Barber or Cosmetologist,” the “Department of Regulation & Licensing” to “Department of Safety and Professional Services,” and “salon” to “establishment.”

- In Section Two, Committee Composition, members recommended that the attendance of five members constitutes a quorum, and the Bureau will add a paragraph explaining how the committee operates by consensus.
- In Section Three, Duties, members omitted the requirement for the committee to meet a minimum of four times a year.
- In Section Four, Qualification of the Apprentice, members recommended that applicants must be employed full time, at least 32 hours per week for practical training *including paid related instruction*.
- In Section Six, Qualifications of the Employer, BAS recommended that Employers must have an Unemployment Insurance account. Also, members discussed what constitutes the “initial” set of tools and supplies that the employer is required to provide the apprentices.
  - As a result of this discussion, BAS will research the intent of “initial” to make sure it is consistent with the contract and inspection report.
- In Section Seven, Apprentice Contract, members declined to increase the maximum number of Apprentice Contracts allowed to an apprentice, and recommended keeping the current maximum of two (2) Apprentice Contracts within a twelve (12) month period from the initial contract start date.
- Review will begin at the fall meeting with Section Eight, Term of Apprenticeship.

**b. Selection of Focus Group to Review Revised Outreach Brochure**

This item was not covered due to time, and will be brought forth at the next meeting.

**6. Review of Program Participants**

Program participants as of the date of the meeting include 266 employers and 431 apprentices. The current apprentice total includes 324 Barber-Cosmetologists and 107 Cosmetologists, and is the lowest total in a steady decline since 2006.

**7. The next meeting** will be Monday, September 9, 2013, at 10:00 a.m. at Waukesha County Technical College in Pewaukee, WI.

**8. The meeting adjourned** at 2:30 pm.

*Submitted by Owen Smith, BAS, Recorder*