

**CALIFORNIA BOARD OF
BARBERING AND COSMETOLOGY**



FEBRUARY 10, 2025

**Board Meeting
and
Petition for Reinstatement Hearings**

**Department of Consumer Affairs
HQ1 Hearing Room #102
1625 North Market Blvd
Sacramento, CA 95834**

**CALIFORNIA BOARD OF
BARBERING AND
COSMETOLOGY
BOARD MEETING NOTICE AND
AGENDA**

*Action may be taken on
any item listed on the
agenda.*

BOARD MEMBERS:
Calimay Pham,
President
Tonya Fairley, Vice
President
Anthony Bertram
Megan Ellis
Kellie Funk
Dr. Yolanda Jimenez
Colette Kavanaugh
Tamika Miller
Danielle Munoz
Steve Weeks

February 10, 2025
Department of Consumer Affairs
HQ1 Hearing Room #102
1625 North Market Blvd
Sacramento, CA 95834

**10:00am - Until Completion of
Business**

AGENDA

Action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the Board President and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

OPEN SESSION:

1. Call to Order/ Roll Call/ Establishment of Quorum (**Calimay Pham**)
2. Petition for Reinstatement Hearing
 - a) Athena Turner, Petition for Reinstatement of License, Cosmetologist License #KK 533783
 - b) Phuong Thi Tong, Petition for Reinstatement of License, Cosmetologist License #KK 544045

CLOSED SESSION: Pursuant to Government Code section 11126 (c) (3), the Board will meet in Closed Session to Deliberate on Disciplinary Matters, including the above petitions.

RECONVENE OPEN SESSION:

3. Board President's Welcome (**Calimay Pham**)
4. Board Member Updates – Informational only
5. Department of Consumer Affairs (DCA) Update Which May Include Updates on DCA's Administrative Services, Human Resources, Enforcement, Information Technology, Communications and Outreach, and Legislative, Regulatory, or Policy Matters.
6. Annual Election of Officers

7. Appointment of Board Members to Standing Committees for 2025
 - a) Apprenticeship Program Sponsor Appeal Committee
 - b) Disciplinary Review Committee
 - c) Diversity, Equity, and Inclusion Committee
 - d) Education and Outreach Committee
 - e) Enforcement and Inspections Committee
 - f) Health and Safety Advisory Committee
 - g) Licensing and Examinations Committee
 - h) Legislation and Budget Committee

8. Review and Possible Approval of 2025 Board Member Guidelines and Procedures Manual

9. Discussion and Possible Approval of the November 4, 2024, Board Meeting Minutes

10. Executive Management Reports (**Kristy Underwood**)
 - a) Administration and Operations
 - b) Licensing, Examinations, and Disciplinary Review Appeals
 - c) Enforcement, Inspections, and Cite and Fine
 - d) Outreach
 - e) Strategic Plan Update

11. Review and Discussion of the Apprenticeship Program Report

12. Review and Discussion of the Mobile Inspection Program

13. Discussion and Possible Action on Possible New Items to be Included in the 2026 Sunset Report, Which May Include: AB 5, School Oversight, Endorsement, Apprenticeships, Fines, and Licensees in Charge

14. Discussion and Possible Action Regarding Rulemaking Proposals:
 - a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)
 - b) Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)
 - c)
 1. Discussion and Possible Action to Consider Comments Received During the 45-Day Comment Period and Proposed Responses Thereto for the Board's Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprentice Training)
 2. Discussion and Consideration of Proposed Regulation to Amend Title 16, CCR section 917 (Pre-Apprentice Training)
 - d) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)
 - e) Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)
 - f) Discussion and Possible Action to Consider Changes to Previously Proposed Text and Reauthorization of Initiation of a Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams)
 - g) Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines)
 - h) Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)

- i) Update Regarding Rulemaking to Amend Title 16, CCR Section 998 (Hairstylist Licensing Fee)

15. Public Comment on Items Not on the Agenda

Note: The Board may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 1125.7(a))

16. Suggestions for Future Agenda Items

17. Adjournment

Note: This meeting will be Webcast, provided there are no unforeseen technical difficulties or limitations. To view the Webcast, please visit <https://thedcapage.wordpress.com/webcasts/>. If you wish to participate or to have a guaranteed opportunity to observe, please plan to attend at a physical location. Adjournment, if it is the only item that occurs after a closed session, may not be webcast.

*Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Board taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Board, but the Board President may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Board can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).

The meeting is accessible to the physically disabled. A person who needs disability-related accommodation or modification in order to participate in the meeting may make a request by contacting: Monica Burris at (916) 417-4637, email: monica.burris@dca.ca.gov, or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request is a least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.

Agenda Item

No. 1

No Attachments

Agenda Item

No. 2

*No Attachments -
Closed Session*

Agenda Items

No. 3-6

No Attachments



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
 DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
 P.O. Box 944226, Sacramento, CA 94244-2260
 Phone : (800) 952-5210 Email: barbercosmo@dca.ca.gov
 Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Appointment of Board Members to Standing Committees for 2025

Action Required:

The Board by motion, will need to establish which Board Members will participate in the following committees:

- Disciplinary Review
- Diversity, Equity, and Inclusion
- Education and Outreach
- Enforcement and Inspections
- Health and Safety Advisory
- Legislative and Budget
- Licensing and Examination
- Apprenticeship Program Sponsor Appeal

A brief overview of the Committees are provided below.

DISCIPLINARY REVIEW COMMITTEE

The purpose of the Disciplinary Review Committee is to conduct informal administrative citation review hearings and renders decisions regarding disputed citations. The committee has authority to affirm, modify or dismiss the citations including any fine amounts. The Board President shall annually appoint members of the committee; the appointments will be made concurrently with the annual election of officers. The Board President shall select the dates and locations of the informal citation review hearings held before the disciplinary review committee. The Board may find a need to have an alternate member for the convenience of those members who cannot attend.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

The purpose of the Diversity, Equity, and Inclusion Committee is to provide the Board with recommendations on ways to strengthen policies, enhance training, and provide opportunities for employee engagement.

EDUCATION AND OUTREACH COMMITTEE

The purpose of the Education and Outreach Committee is to provide recommendations to the Board on the development of informational brochures and other publications, planning of outreach events for consumers and licensees, preparing articles for submission in trade magazines and attending trade shows.

ENFORCEMENT AND INSPECTIONS COMMITTEE

The purpose of the Enforcement and Inspections Committee is to advise the Board on policy matters that relate to protecting the health and safety of consumers. This includes recommendations on how inspections are conducted, the types of violations issued, maintenance of disciplinary guidelines, and other recommendations on the enforcement of the Board's statutes and regulations.

HEALTH AND SAFETY ADVISORY COMMITTEE

The purpose of the Health and Safety Advisory Committee is to provide the Board with advice and recommendations on health and safety issues, as well as ensuring licensees are aware of basic labor laws.

LEGISLATIVE AND BUDGET COMMITTEE

The purpose of the Legislative and Budget Committee is to review and track legislation that affects the Board. The committee shall make recommendations on what position the Board should take on legislation that could potentially affect the operation of the Board, the health and safety of consumers and the Board's licensees. In addition, the committee provides information and recommendations to the Board on potential policy matters relating to the budget.

LICENSING AND EXAMINATION COMMITTEE

The purpose of the Licensing and Examination Committee is to advise the Board on policy matters relating to the examining and licensing of individuals who want to practice barbering and cosmetology in California. The committee may also provide information and recommendations to the Board on issues relating to curriculum and school approval, exam appeals, laws and regulations.

APPRENTICESHIP PROGRAM SPONSOR APPEAL COMMITTEE

The Board may serve an apprenticeship program sponsor with a notice to show cause if the sponsor is not conducting its apprenticeship program in compliance with the Board's laws and regulations. The purpose of the Apprenticeship Program Sponsor Appeal Committee is to hear appeals from apprenticeship program sponsors contesting a notice to show cause.



2024 BOARD COMMITTEES

DISCIPLINARY REVIEW COMMITTEE

- Megan Ellis
- Tonya Fairley
- Kellie Funk
- Yolanda Jimenez
- Collette Kavanaugh
- Tamika Miller
- Danielle Munoz
- Calimay Pham
- Steve Weeks

All members serve on DRC and staff coordinates attendance of 3 members per hearing.

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

- Tonya Fairley
- Danielle Munoz

EDUCATION AND OUTREACH COMMITTEE

- Tonya Fairley, Chairperson
- Megan Ellis
- Yolanda Jimenez
- Colette Kavanaugh

ENFORCEMENT AND INSPECTIONS COMMITTEE

- Danielle Munoz, Chairperson
- Tonya Fairley
- Kellie Funk
- Steve Weeks

HEALTH AND SAFETY ADVISORY COMMITTEE

- Calimay Pham, Chairperson
- Colette Kavanaugh
- Danielle Munoz

LEGISLATIVE AND BUDGET COMMITTEE

- Megan Ellis
- Colette Kavanaugh
- Calimay Pham

LICENSING AND EXAMINATION COMMITTEE

- Steve Weeks, Chairperson
- Tonya Fairley
- Yolanda Jimenez
- Colette Kavanaugh
- Tamika Miller

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

- Tonya Fairley
- Danielle Munoz

APPRENTICESHIP PROGRAM SPONSOR APPEAL COMMITTEE

- Megan Ellis
- Kellie Funk
- Yolanda Jimenez
- Colette Kavanaugh
- Tamika Miller

All Committees are limited to a maximum of 6 members.



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Review and Possible Approval of 2025 Board Member Guidelines and Procedures Manual

Board staff updated the 2025 Board Member Guidelines and Procedures Manual. The main revisions to the manual include:

- Updating travel information
- Updating the online training information
- Adding the Apprenticeship Program Sponsor Appeal Committee information
- Replacing the previous Board Analyst's contact information to Monica Burris
- Adding Section 100 Delegated Authority policy statement

Section 100-

This section is being added to allow the authority to be granted to the Executive Officer to proceed with section 100 regulatory changes. Title 1 California Code of Regulations Section 100 specifies the requirements for regulatory changes that are "without regulatory effect."

"Section 100" changes generally include:

1. Grammatical corrections
2. Updating, reordering, renumbering, or re-locating the laws or regulations listed in a form (e.g., self-assessment forms, application forms, etc.)
3. Updating the authority and reference citations for regulations when the number of the cited statutes or regulations changes,
4. Any other type of change that does not materially alter any requirement, right, responsibility, condition, or other regulatory element or a regulation.

A "section 100" rulemaking is significantly shorter than a traditional rulemaking in that the board does not make a formal notice or the proposed action, nor is an opportunity for public comments required.

Action

1. Upon review, the Board may make a motion to approve the 2025 Board Member Guidelines and Procedures Manual.

Suggested motion: *I move to approve the 2025 Board Member Guidelines and Procedures Manual.*

Board Member

.....
GUIDELINES AND PROCEDURE MANUAL
(2025)



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Section 1: Background Information

Introduction

OVERVIEW

Both the Board of Barbering Examiners and the Board of Cosmetology were established in 1927. In 1990, legislation was enacted that merged the two boards, creating the Board of Barbering and Cosmetology. The Board was sunset in 1996 and became a Bureau within the Department of Consumer Affairs (DCA). In 2003, legislation re-established the Board of Barbering and Cosmetology (Board). The Board is one of many within the DCA, part of the State and Consumer Services Agency under the aegis of the Governor. The Department is responsible for consumer protection through the regulation of licensed professionals and the provision of consumer services. While the DCA provides administrative oversight and support services, the Board has policy autonomy and sets its own procedures, and regulations.

This manual serves as a reference of important laws, regulations, and policies to guide the actions of the Board members and ensure Board effectiveness and efficiency.

DEFINITIONS

Agencies:

AGO	Attorney General's Office
BPPE	Bureau for Private Postsecondary Education
DCA	Department of Consumer Affairs
OAH	Office of Administrative Hearings
OAL	Office of Administrative Law

Codes:

B&P/BPC	Business and Professions Code
CAC	California Administrative Code
CCR	California Code of Regulations
CGC	California Government Code

Organizations:

AACS	American Association of Cosmetology Schools
ACT	Associated Cosmetology Teachers
AEA	American Electrology Association
CAPPS	California Association of Private Postsecondary Schools
CCA	California Cosmetology Association
CCC	California Community Colleges
CEA	Cosmetology Educators of America
NABBA	National Association of Barber Boards of America
NACCAS	National Accrediting Commission of Cosmetology Arts and Sciences
NCA	National Cosmetology Association
NIC	National Interstate Council of State Boards and Cosmetology
PBFC	Professional Beauty Federation of California

Titles:

AG	Attorney General
ALJ	Administrative Law Judge
DA	District Attorney
DAG	Deputy Attorney General
EO	Executive Officer
AEO	Assistant Executive Officer (also referred to as the Deputy Executive Officer)

LICENSE TYPES AND SCOPES

Barbers are licensed to shave and trim the beard, cut hair, give facial and scalp massages, shampoo hair, chemically wave or relax hair, dye hair, style hair, and apply cosmetic preparations to the scalp, face, or neck.

Cosmetologists are licensed to provide hair, skin, and nail care. They can provide the same services as hairstylists, estheticians, and manicurists, in addition to chemical hair services such as permanent waving, relaxing, bleaching, dyeing, coloring or hair.

Hairstylists are licensed to arrange, blow dry, shampoo, cut, style, curl, or nonchemically straighten hair. They cannot use chemicals which alter the hair structure (such as bleach, dye, perm solutions, etc.). This new license type was added by statute in 2022.

Estheticians are licensed to provide skin care. This includes providing facials, massaging and cleansing the face, scalp, neck, hands, arms, feet, legs, or upper part of the human body. Estheticians may also tint and perm eyelashes/brows, provide eyelash extensions, and remove hair by tweezers, waxing, or other depilatory products. They cannot provide medical services.

Manicurists are licensed to provide nail care. This includes trimming, polishing, manicuring, pedicuring the nails, and massaging/cleansing from the elbow to the fingertips or from the knees to the toes of any person. They cannot cut/shave calluses or treat ingrown toenails.

Electrologists provide electrolysis, which is the practice of removing/destroying hair on the human body by the use of an electric needle. Only electrologists may provide electrolysis.

Establishments are the locations in which board services are provided (e.g., barbershops, beauty salons, nail salons, spas).

Apprentices are barbering, cosmetology, or electrology trainees that earn a wage while working under the supervision of a trainer in an establishment.

Mobile Units are establishments on wheels (e.g., trailer, bus, motorhome) which travel to consumers to provide barbering or cosmetology services inside the mobile unit.

A **Personal Service Permit** allows a barber, cosmetologist, manicurist, or esthetician to provide limited services outside of an establishment (such as at a hotel or a consumer's home) if they meet certain requirements.

The Board

COMPOSITION

(B&P section 7303(b))

The Board is comprised of thirteen members. Seven members shall be public members and six members shall represent the industry professions. The Governor shall appoint five of the public members and six industry professions members. The Senate Committee on Rules and the Speaker of the Assembly shall each appoint one public member. Members shall be appointed for a term of four years, except for the members appointed by the governor, (two public members and two professions members) these members shall be appointed for an initial term of two years. Members may not serve longer than two consecutive terms.

OFFICERS

(Board Policy-Adopted July 24, 2006)

The Board shall annually elect from its members a President and a Vice President each of whom shall hold office for a term of one year. An officer shall not serve in a particular officer position for more than two consecutive terms.

Elections shall take place at the first scheduled board meeting of each year. All officers may be elected on one motion or ballot as a slate of officers unless objected to by a Board member.

If the office of the President becomes vacant, the Vice President shall assume the office of the President. If the office of the Vice President becomes vacant, an election shall be held at the next scheduled Board meeting. Elected officers shall then serve the remainder of the term.

MEETINGS

(Board Policy-Adopted July 24, 2006)

The entire Board will convene four times a year and may meet more often if it is determined necessary. Only the Board President may authorize special meetings, setting the date, time and place.

The Board will endeavor when possible, to hold meetings in different geographical areas throughout the state as a convenience to the public and licensees.

BOARD MEMBER ATTENDANCE AT BOARD MEETINGS

(Board Policy Adopted July 24, 2006)

Board members shall attend each meeting of the Board. If a member is unable to attend, they are requested to contact the Board President or the Executive Officer.

BOARD MEMBER PARTICIPATION

(Board Policy Adopted July 24, 2006)

The Board President may ascertain from members whose level of participation is below standard and whether the member is no longer able to continue serving as an active member of the Board. In such a case, the President may suggest that the member resign. If such resignation is not forthcoming within a reasonable time, the Board, by resolution, may request the appointing authority to have the member replaced. However, the member shall be given the opportunity to present to the Board their arguments against the resolution prior to such a resolution being adopted by the Board. A 50% or greater absence rate shall constitute below-standard participation.

QUORUM

Seven members of the Board constitutes a quorum of the Board. When a quorum of the Board is not present, Board members may discuss noticed agenda items of business but may not take any action. A majority of the quorum shall constitute a majority of the entire Board.

AGENDA ITEMS

(Board Policy-Adopted July 24, 2006)

Any Board member may submit items for a Board meeting agenda to the Executive Officer 20 days prior to the meeting. The Board meeting agenda will be provided to all Board members 10 days prior to the meeting and the agenda packet will be provided no later than 7 days prior to the meeting.

The Board President, Board members, or Executive Officer may not alter or prevent agenda items from being added to the agenda by another Board member.

RECORD OF MEETINGS

(Board Policy-Adopted July 24, 2006)

Board meeting minutes are a summary and not a transcript. Minutes are prepared for every Board meeting. The minutes and assignments of Board directives shall be prepared by Board staff. Board minutes shall be approved at the next scheduled Board meeting and serve as the official record of the meeting. Approved minutes of the open session are available for distribution to the public and shall be posted on the Board's website within 30 days following Board approval.

DIVERSITY, EQUITY, AND INCLUSION

(Board Policy-Adopted April 17, 2023)

The Board supports the efforts of the Diversity, Equity, and Inclusion Steering Committee at the Department of Consumer Affairs and commits to fostering inclusive engagement in its policy decisions, and promoting diversity, equity, and inclusion in the Board's publications and procedures.

RECORDING

(Board Policy-Adopted July 24, 2006)

Public Board meetings are to be recorded. Recordings shall be retained until final meeting minutes have been approved. Closed session proceedings shall be recorded at the discretion of the Board.

MEETING RULES

(Board Policy-Adopted July 24, 2006)

Board meetings will be conducted under an informal simplified version of Robert's Rules of Order (Rosenberg's Rules of Order: https://www.calcities.org/docs/default-source/get-involved/rosenberg's-rules-of-order-simple-parliamentary-procedures-for-the-21st-century.pdf?sfvrsn=d3f73e91_3) to the extent that it does not conflict with the Bagley-Keene Open Meeting Act.

COMMUNICATION

(Board Policy-Adopted July 24, 2006)

The Board President or the Executive Officer shall serve as the media spokesperson on Board actions or policies. Any written or oral communications concerning Board matters of a sensitive nature shall be made only by the Board President or the Executive Officer.

All written communications of the Board President on behalf of the Board shall be copied to the Executive Officer and the Executive Officer shall forward the communication to all Board members.

The Board President may not represent the entire Board in any communication unless given expressed authority by the majority of the Board to do so. The Board President may speak for the Board if requested to testify to the Legislature or Administration on behalf of the Board without advance approval.

CORRESPONDENCE

(Board Policy-Adopted July 24, 2006)

Original documents of all correspondence received shall be maintained in the Board's office files. Only copies of such correspondence shall be given to the Executive Officer and/or Board members as requested.

ETHICS TRAINING

(CGC section 11146 et seq.)

(Board Policy-Adopted July 24, 2006)

Ethics training for continuing and new Board members will be accomplished in accordance with the law and DCA procedures.

BOARD MEMBER ORIENTATION

(B&P section 453)

Every Board member shall complete a training and orientation program offered by the DCA within one year of assuming office.

SEXUAL HARASSMENT POLICY TRAINING

(DCA-SHP EEO 09-02)

(Board Policy-Adopted April 8, 2013)

In accordance with the Department of Consumer Affairs (DCA) Sexual Harassment Prevention (SHP) Policy (EEO 09-02), and to ensure compliance with Assembly Bill (AB) 1825 (Reyes, Chapter 933, Statutes of 2004), all DCA employees are required to receive biennial Sexual Harassment Prevention training. The Supervisory Sexual Harassment Prevention Training is mandatory for Board members.

BOARD MEMBER REMOVAL

(B&P section 106)

The appropriate appointing authority (Governor, Senate Rules Committee or Speaker of the Assembly) has the power to remove from office at any time, any member of the Board, appointed by him for continued neglect of duties required by law, for incompetence or unprofessional or dishonorable conduct.

RESIGNATION OF BOARD MEMBERS

(GC section 1750)

If a Board member resigns, the resigning member shall send a letter to the appropriate appointing authority (Governor, Senate Rules Committee, or Speaker of the Assembly) with the effective date of the resignation. State law requires written notification. A copy of this letter shall also be sent to the director of DCA, the Board President, and the Executive Officer.

CONFLICT OF INTEREST

(GC section 87100)

No Board member may make, participate in making or in any way attempt to use their official position to influence a governmental decision in which they have a direct financial interest. Any Board member who has a direct financial interest shall disqualify themselves from making or attempting to use their official position to influence the decision. Any Board member who feels they are entering a situation where there is a potential for a conflict of interest should immediately consult the Executive Officer or the Board's legal counsel.

The Board President

SUPERVISION OF THE EXECUTIVE OFFICER

(Board Policy-Adopted July 24, 2006)

The Board President is the immediate supervisor of the Executive Officer. Specific instructions for work on Board policy matters by the Executive Officer from Board members shall be coordinated through the Board President.

The incoming Board President shall assume all delegated duties at the close of the annual election meeting, including supervision of the Executive Officer.

PERFORMANCE APPRAISAL OF EXECUTIVE OFFICER

(Board Policy-Adopted July 24, 2006)

The Board President shall request from each Board member input to the performance appraisal and salary administration of the Executive Officer prior to their draft preparations.

The performance appraisal of the Executive Officer shall be presented in draft form to the Board, by the Board President, at the annual election meeting and shall be noticed on the meeting agenda.

Matters relating to the performance of the Executive Officer shall be discussed in closed session unless they request that it be discussed in open session.

SECTION 100 DELEGATED AUTHORITY

(Board Policy-Adopted February 10, 2025)

The Board delegates to the Executive Officer the authority to adopt regulation changes that are deemed to be “without regulatory effect” in accordance with Section 100 of Title 1 of the California Code of Regulations. Further, the Executive Officer shall report to the Board at its next regularly scheduled Board Meeting any regulations that were adopted under this authority since the last regularly scheduled Board Meeting.

The Executive Officer

APPOINTMENT

(B&P section 7303 (c))

The Board shall appoint an Executive Officer who is exempt from civil service and who shall serve at the pleasure of the Board. The Executive Officer shall exercise the powers and perform the duties delegated by the Board. The appointment of the Executive Officer is subject to approval of the Director of the Department of Consumer Affairs.

ROLE

(Board Policy-Adopted July 24, 2006)

The Executive Officer is the Board's chief administrative officer who implements the policies developed by the Board.

RECRUITMENT OF AN EXECUTIVE OFFICER

(Board Policy-Adopted July 24, 2006)

The Board shall institute an open recruitment plan to obtain a pool of qualified candidates. The Board shall also work with the DCA's Human Resources Office for recruitment procedures.

SELECTION

(Board Policy-Adopted July 24, 2006)

The selection of an Executive Officer shall be included as an item of business, which must be included in a publicly noticed agenda and transacted at a public Board meeting.

BOARD STAFF

(Board Policy-Adopted July 24, 2006)

Employees of the Board, with the exception of the Executive Officer, are civil service employees. Their employment, pay, benefits, discipline, terminations, and conditions of employment are governed by a myriad of civil service laws and regulations and often by collective bargaining labor agreements. Because of this complexity, it is appropriate that the Board delegate all authority and responsibility of the civil service staff to the Executive Officer. No Board member may provide direction to civil service staff, unless consent of the majority of the Board is obtained during a public meeting of the Board. When consent of the majority of the Board is obtained, direction must go through the Executive Officer. Board members shall not intervene or become involved in specific day-to-day personnel transactions or activities.

Board Committees

CAPACITY

(Board Policy-Adopted July 24, 2006)

Committees are advisory and recommend actions to the Board. Recommendations and reports shall be submitted to the Board for consideration and approval.

STANDING COMMITTEE APPOINTMENTS

(Board Policy-Adopted July 24, 2006)

The Board President shall appoint, subject to approval of a majority of the Board, the members to fill positions of each standing committee. Members may volunteer to serve on a specific committee. Terms for all standing committees shall be 1 year and shall begin with the election of a new Board President. Committee member assignments shall take place immediately following the election of the Board President. The assignment of committee members may take place immediately following the election of the Board President, if duly noted on the Board meeting agenda, or may take place at the next scheduled Board meeting.

The establishment of all committees shall be included as an item of business, which must be included in a written agenda and transacted at a public meeting. The Board President, or any member of the Board, may not appoint or remove any committee members unless so acted upon at an open meeting and voted on by the majority of the Board.

STANDING COMMITTEES

(Board Policy-Adopted April 17, 2023)

The Board has **eight** standing committees:

- Disciplinary Review Committee
- Education and Outreach Committee
- Enforcement and Inspections Committee
- Health and Safety Advisory Committee
- Legislative and Budget Committee
- Licensing and Examination Committee
- Diversity, Equity, and Inclusion Committee
- Apprenticeship Program Sponsor Appeal Committee

Internal organization of each committee is at its discretion except as specified in this manual.

DISCIPLINARY REVIEW COMMITTEE

(CCR section 974.1)

The purpose of the Disciplinary Review Committee is to conduct informal administrative citation review hearings and renders decisions regarding disputed citations. The committee has authority to affirm, modify or dismiss the citations including any fine amounts. The Board President shall annually appoint members of the committee; the appointments will be made concurrently with the annual election of officers. The Board President shall select the dates and locations of the informal citation review hearings held before the disciplinary review committee. The Board may find a need to have an alternate member for the convenience of those members who cannot attend.

EDUCATION AND OUTREACH COMMITTEE

(Board Policy-Adopted July 24, 2006)

The purpose of the Education and Outreach Committee is to provide recommendations to the Board on the development of informational brochures and other publications, planning of outreach events for consumers and licensees, preparing articles for submission in trade magazines and attending trade shows.

ENFORCEMENT AND INSPECTIONS COMMITTEE

(Board Policy-Adopted July 24, 2006)

The purpose of the Enforcement and Inspections Committee is to advise the Board on policy matters that relate to protecting the health and safety of consumers. This includes recommendations on how inspections are conducted, the types of violations issued, maintenance of disciplinary guidelines, and other recommendations on the enforcement of the Board's statutes and regulations.

HEALTH AND SAFETY ADVISORY COMMITTEE

(B&P 7314.3)

The purpose of the Health and Safety Advisory Committee is to provide the Board with advice and recommendations on health and safety issues, as well as ensuring licensees are aware of basic labor laws.

LEGISLATIVE AND BUDGET COMMITTEE

(Board Policy-Adopted April 17, 2023)

The purpose of the Legislative and Budget Committee is to review and track pending legislation that affects the Board. The committee shall make recommendations on what position the Board should take on pending legislation that could potentially affect the operation of the Board, the health and safety of consumers and the Board's licensees. In addition, the committee provides information and recommendations to the Board on potential policy matters relating to the budget.

LICENSING AND EXAMINATION COMMITTEE

(Board Policy-Adopted July 24, 2006)

The purpose of the Licensing and Examination Committee is to advise the Board on policy matters relating to the examining and licensing of individuals who want to practice barbering and cosmetology in California. The committee may also provide information and recommendations to the Board on issues relating to curriculum and school approval, exam appeals, laws and regulations.

DIVERSITY, EQUITY, AND INCLUSION

(Board Policy-Adopted April 17, 2023)

The purpose of the Diversity, Equity, and Inclusion Committee is to provide the Board with recommendations on ways to strengthen policies, enhance training, and provide opportunities for employee engagement.

APPRENTICESHIP PROGRAM SPONSOR APPEAL COMMITTEE

(Board Policy-Adopted May 6, 2024)

The Board may serve an apprenticeship program sponsor with a notice to show cause if the sponsor is not conducting its apprenticeship program in compliance with the Board's laws and regulations. The purpose of the Apprenticeship Program Sponsor Appeal Committee is to hear appeals from apprenticeship program sponsors contesting a notice to show cause.

AD HOC COMMITTEES

(Board Policy-Adopted July 24, 2006)

The Board may establish ad hoc committees as needed. The establishment of an ad hoc committee must be included in a written agenda and transacted at a public meeting in which a quorum of the board is present and consent is obtained by the majority of the Board.

TASK FORCES AND WORKING GROUPS

(Board Policy-Adopted July 24, 2006)

Any Board member may request, subject to approval of the full Board, that a task force/working group be established. The task force/working group will be charged with an in-depth review of a specific issue and a final recommendation to the full Board.

In an urgent situation (i.e. examination appeal) the Board President may make a recommendation on members of a two-person committee without approval of the full Board.

COMMITTEE AGENDAS

(Board Policy-Adopted July 24, 2006)

Agendas shall focus on the specific tasks assigned by the Board and include:

- Public Comment
- Time for committee members to recommend new areas of study to be brought to the Board's attention for possible assignment.
- Only those information items dealing with subjects assigned to the respective committee.

Committee chairs shall confer with the Board President prior to including any agenda item that is not clearly within that committee's assigned purview.

If more than two Board members will be in attendance at a Committee meeting, the agenda shall contain the statement: "Notice of Board meeting indicates that three or more members of the Board are present. While the law requires the Board to notice this also as a Board meeting, it is not the intent to take action as a Board at this meeting."

ATTENDANCE AT COMMITTEE MEETINGS

(Board Policy-Adopted July 24, 2006)

If a Board member wished to attend a meeting of a committee of which they are not a member, that Board member shall notify the Board President and Executive Officer.

Board members who attend a meeting of a committee of which they are not a member shall sit in the audience and not participate in the meeting discussion.

DUAL MEMBERSHIP

(Board Policy-Adopted July 24, 2006)

A Board member may serve on multiple committees but may not chair more than one committee.

COMMITTEE MEETING RULES

(Board Policy-Adopted July 24, 2006)

Meetings will be conducted under the Robert's Rules of Order to the extent that it does not conflict with the Bagley-Keene Open Meeting Act.

RECORD OF COMMITTEE MEETINGS

(Board Policy-Adopted July 24, 2006)

The minutes are a summary, not a transcript of each committee meeting. Committee minutes shall be prepared by Board staff and submitted for review by the committee members within 30 working days after the committee meeting. Committee minutes shall be approved at the next scheduled committee meeting and serve as the official record of the meeting. Approved minutes of the open session are available for distribution to the public and shall be posted on the Board's website.

STAFF ASSISTANCE

(Board Policy-Adopted July 24, 2006)

Board staff provides advice, consultation, and support to the committees. Committee members shall contact the Executive Officer to request staff assistance.

RECORD KEEPING

(Board Policy-Adopted July 24, 2006)

Public meetings are recorded. Recordings shall be retained until final meeting minutes have been approved. Closed session proceedings shall be recorded at the committee's discretion.

Security Procedures

REQUEST FOR RECORDS ACCESS

(Board Policy-Adopted July 24, 2006)

No Board member may access a licensee's or candidate's file without the Executive Officer's knowledge and approval of the conditions of access. A notation of the Board member's access shall be entered in the file. Records or copies shall not be removed from the Board's office.

CONTACT WITH CANDIDATES, LICENSEES, COMPLAINTANTS, RESPONDENTS

(Board Policy-Adopted July 24, 2006)

Board members shall not intervene on behalf of a licensee for any reason. They should forward all contacts or inquiries to the Executive Officer.

Board members shall not directly participate in complaint handling and resolution or investigations, unless authorized by a majority vote of the Board at a duly called public meeting. If a Board member is contacted by a respondent, or their attorney, they shall refer the individual to the Executive Officer.

GIFTS FROM CANDIDATES

(Board Policy-Adopted July 24, 2006)

Gifts of any kind to Board members or staff from candidates for licensure with the Board shall not be permitted.

Resources

DCA BOARD MEMBER RESOURCE CENTER

The Department of Consumer Affairs has dedicated a website to resources available to Board Members. To access information on member information, appointment information, training or publications, please visit:

https://www.dca.ca.gov/about_us/board_members/index.shtml.

Section 2: Training

Board Member Orientation Training

Board Members are required to complete Board Member Orientation Training **within one year** of appointment **and** upon re-appointment to the Board. This is a live, virtual full-day training which details the functions and responsibilities of board members. To complete this training, please choose from the dates available and complete the online registration form at: <https://dca.csod.com/>

Online Training

- ***Ethics Training:*** Board Members are required to complete the State Officials ethics training within six months of being appointed at <http://oag.ca.gov/ethics>.
- ***Sexual Harassment Prevention Training:*** Board Members are required to complete this interactive training every two years. It takes approximately 2 hours to complete and is available at: <https://dca.csod.com/>.
- ***Workplace Violence Prevention Training:*** Board Members are required to complete this training annually. It takes approximately 30 minutes and is available at: <https://dca.csod.com/>.
- ***Defensive Driver Training:*** Board Members are required to complete this interactive training once every four years. The Defensive Driver training is takes approximately 1 hour to complete and is available at: <https://www.dgs.ca.gov/Services/Page-Content/Service-List/Enroll-in-Defensive-Driver-Training>.
- ***Form 700 – Statement of Economic Interest & Conflict of Interest Filing:*** Board Members are required to file the Form 700. DCA utilizes NetFile to electronically file Form 700s directly with the Fair Political Practices Commission. For NetFile account questions, please email OHR.Requests@dca.ca.gov.

Upon completion of any training, please provide copies of completion certificates to DCA at MemberRelations@dca.ca.gov and to Kristy Underwood at:

BBC
Attn: Kristy Underwood
P.O. Box 944226
Sacramento, CA 94244-2260

If you have any questions, please contact Kristy Underwood or Board Analyst Monica Burris.

Kristy Underwood, Executive Officer
Phone: (916) 471-0722
Email: Kristy.Underwood@dca.ca.gov

Monica Burris, Board Analyst
Phone: (279) 280-8517
Email: Monica.Burris@dca.ca.gov

Section 3: Travel and Per Diem

General Travel Information

TRAVEL

(Board Policy-Adopted July 24, 2006)

Board members notify the Board President and Executive Officer of all travel except for regularly scheduled Board, Committee and Task Force/Work Group meetings to which the Board member is assigned. The Board President shall relay any travel approvals to the Executive Officer. The Executive Officer shall report to the full Board on any additional travel conducted by Board members.

No member of the Board shall attend any function in which the member is representing the Board without approval from the Board President and the notification of the Executive Officer. This includes speaking engagements, trade shows, etc.

TRAVEL ARRANGEMENTS

(Board Policy Adopted January 12, 2015)

Board members are responsible for making their own travel arrangements with the assistance of the Cal Travel Store.

TRAVEL CLAIMS

(Board Policy Adopted January 12, 2015)

Board staff will compile (in consultation with member) and submit all travel claims to the Travel Unit. Board members must submit travel information and receipts to Board staff for the compilation of the travel claim. If a travel claim requires amending, Board staff will consult with the Board Member before making amendments and submitting corrected claims to the DCA's Travel Unit and provide the Board member with a corrected copy.

Travel reimbursement processing times range from 4-6 weeks.

Per Diem

BOARD MEMBER PAY

(Board Policy-Adopted April 8, 2013)

Board members receive \$100 for each day worked on Board related matters. Board Analyst Shelby Edmiston completes the Time and Attendance Report (STD 672) on behalf of Board members.

If you have any questions, please contact Kristy Underwood or Board Analyst Shelby Edmiston.

Kristy Underwood, Executive Officer
Office: (916) 471-0722
Email: Kristy.Underwood@dca.ca.gov

Shelby Edmiston, Board Analyst
Office: (279) 278-5082
Email: Shelby.Edmiston@dca.ca.gov

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Travel Arrangements

For in-depth information of current travel rules, please review the Consumer Affairs Travel Guide at https://www.dca.ca.gov/about_us/board_members/resources.shtml.

The State provides reimbursement of actual and necessary out of pocket expenses when traveling on State business. The mode of transportation for which the State incurs expenses should be that which is in the best interest of the State. So, when determining the most economical mode of transportation, the following costs should be considered: employee's time, expenses for transportation (airline, car, train, taxi, parking, shuttle, tolls, etc.), expenses for meals, incidentals, lodging and any other State business expense, the urgency of the situation, if the employee must carry specialized equipment, the number of stops, the number of persons to be transported, driving time one-way (is it over 2 hours?), availability of transportation to and from the destination, and overtime wages.

To view the Statewide Travel Program, visit <https://www.dgs.ca.gov/OFAM/Travel>.

Booking Travel

All travel arrangements (hotel, airfare reservations and car rental) must be made through the Concur website: <https://us2.concursolutions.com/>.

The "username" will be your personal email address. You can reset your password by clicking on "Forgot your password" link.

After Hours Travel Emergencies (additional fees apply) (877) 454-8785 – Press 1

All Travel Expense Claim Transmittals that require receipts to be attached must be signed by DCA's Deputy Director of the Office of Board and Board Relations. The original signature is required.

DCA's airfare contract is with Southwest Airlines. When booking a flight, only select "Want to Get Away." You will be able to enter your Southwest Rapid Rewards account. In addition, when booking a hotel reservation, you will be able to enter your hotel reward programs.

CAR RENTAL

The State's rule of thumb is if the trip is over 50 miles round trip, you should rent a car. Do not use your personal vehicle as the travel unit will not reimburse you for the full amount.

DCA's car rental contract is with Enterprise Rent-A-Car. Loss Damage waiver is included in the State's daily rate. Additional charges for insurance will not be reimbursed by DCA. You are not required to drop off your rental car at the location you rented it from. You may drop the car off at the airport or other Enterprise location.

You are not required to refuel the rental car vehicle prior to returning. When refueling the rental car, the employee must submit a detailed gasoline receipt for reimbursement. Gasoline receipts must show the date of purchase, method of payment, and an expense breakdown: number of gallons, price per gallon, and extended total purchased amount. Prepaid fuel receipts are not acceptable for reimbursement.

Submit your car rental receipt, showing full payment and any gasoline receipts (if applicable) to Board staff.

USING YOUR PERSONAL VEHICLE

You have the option of using your personal vehicle if you can prove that it is a cost savings for the State to do so (usually this includes trips that are less than 50 miles round trip).

A cost comparison (DPA 599.626.1) is required whenever an employee selects an alternate mode of transportation that is not typical for the length, destination, and purpose of the trip, or is not in the best interest of the State. Request a Cost Comparison Form from Monica Burris, Monica.Burris@dca.ca.gov to assist in determining the amount of reimbursement.

- Mileage reimbursement is currently .67 cents per mile. This covers gasoline, the cost of maintenance, insurance, licensing and registration, and depreciation and all other costs associated with operation of the vehicle.
- Sacramento International Airport Maximum daily economy parking lot rate is \$11.00 per day and \$2.00 per half hour or any portion thereof beginning on the second day, with a maximum daily rate of \$11.00.
- All parking while on state business require the purpose of the trip and an itemized receipt if over \$10.00.

TAXIS/TRANSPORTATION/TOLLS

Taxis or ride share companies (such as Uber or Lyft) may be used for trips that are not over a 10-15-mile radius. Receipts are required for taxi expenses of \$10.00 and over. You may receive reimbursement for tips up to \$2.00 or 20%, whichever amount is greater. Tolls or parking charges under \$10.00 do not require a receipt.

MEALS

Effective October 1, 2024, the State is adopting the federal standard meals and incidental expense (M&IE) rate established by the U.S General Services Administration at the time of travel for in-state and out-of-state travel. The State's maximum reimbursement rate for actual in-state and out-of-state M&IE will be up to \$68 per day as follows:

M&IE Rates for In-State and Out-of-State Travel

Meals & Incidental	Maximum Reimbursement
Breakfast	\$16.00
Lunch	\$19.00
Dinner	\$28.00
Incidental Expenses	\$5.00
M&IE Total	Up to \$68
First and Last Day of Travel	\$51

Note: *Incidental expenses can include expenses for: laundering, pressing clothes, fees, tips, business phone calls, postage charges, facsimiles and emergency purchases.*

The chart below provides guidance on M&IE timeframes:

Travel Status Is		Maximum Reimbursement for Actual
More than 12 but less than 24 hours		Up to 75% of the applicable M&IE standard rate for each calendar day in a travel status.
24 hours or more, on	The day of departure	Up to 75% of the applicable M&IE standard rate.
	Full day(s) of travel	Up to 100% of the applicable M&IE standard rate.
	The last day of travel	Up to 75% of the applicable M&IE standard rate.
Less than 12 hours		Not eligible for M&IE reimbursement.

TRAVEL CLAIMS

To make the position of Board member a little more pleasant, Board staff will process Board member travel claims. After each Board meeting, Board Analyst Monica Burris will email a request for information which asks for:

- The date and time you began and ended your trip.
- The mode of transportation (flight, personal vehicle, train, etc.).
- If you used your personal vehicle (if yes, provide your license plate number).
- The date and how many miles you traveled using your personal vehicle.
- Your starting location if you started anywhere other than your residence.
- Receipts.
- Actual meal costs, if under the maximum reimbursement allowance.

Please provide a brief note if there are any unusual circumstances regarding your trip. Staff will need all receipts (except meal receipts). All hotel/vehicle receipts should show a zero-balance due and hotel receipts must state a room rate and room tax amount. Staff will compile the travel claim, email it to the Board member for review and approval, and then submit the travel claim to the Department of Consumer Affairs for reimbursement.

DRAFT
CALIFORNIA BOARD
OF
BARBERING AND COSMETOLOGY

BOARD MEETING

MINUTES OF NOVEMBER 4, 2024

BOARD MEMBERS PRESENT

Calimay Pham, President
Tonya Fairley, Vice President
Megan Ellis
Kellie Funk
Reese Isbell
Dr. Yolanda Jimenez
Tamika Miller
Danielle Munoz
Steve Weeks

STAFF MEMBERS PRESENT

Kristy Underwood, Executive Officer
Carrie Harris, Deputy Executive Officer
Sabina Knight, Legal Counsel
Allison Lee, Board Project Manager
Monica Burris, Executive Analyst

BOARD MEMBERS ABSENT

Colette Kavanaugh

1. AGENDA ITEM #1: Call to Order/ Roll Call/ Establishment of Quorum

Board President Calimay Pham convened the meeting at approximately 10:00 a.m. Roll call was conducted, confirming the presence of a quorum.

2. AGENDA ITEM #2: Board President's Welcome (Calimay Pham)

Calimay Pham welcomed all attendees and noted that this is the final Board meeting of 2024.

3. AGENDA ITEM #3: Board Member Updates – Informational only

The board members did not have any updates to share.

4. AGENDA ITEM #4: Department of Consumer Affairs (DCA) Update Which May Include Updates on DCA's Administrative Services, Human Resources, Enforcement, Information Technology, Communications and Outreach, and Legislative, Regulatory, or Policy Matters.

Yvonne Dorantes, Assistant Deputy Director, began with an update on Diversity, Equity, and Inclusion (DEI) initiatives, sharing that the DCA's DEI Steering Committee recently elected new leadership. Reji Varghese, Executive Director of the Medical Board of California, will serve as Chair, while Marlon McManus, Assistant Executive Officer of the Board of Behavioral Sciences, will be Vice Chair.

Ms. Dorantes continued with an update on new unconscious bias training specifically designed for board members, emphasizing its importance in supporting unbiased decision-making. This mandatory, self-paced training will be available on DCA's learning management system starting in early 2025. She also noted that while DCA offers over 20 optional DEI courses, they are highly recommended.

She continued by highlighting DCA's upcoming military licensing resources webinar, scheduled for November 21. This live session aims to enhance outreach to the military community by providing information on licensing resources available to military members, spouses, and domestic partners. It will include a demonstration of DCA's federal professional license portal and state registration process, introduced last fall, followed by a Q&A session. Webinar details can be found at dca.ca.gov/military.

Ms. Dorantes introduced updates to the travel expense reimbursement program, following CalHR's recent policy alignment with federal standards from the U.S. General Services Administration. Effective October 1, DCA now applies federal rates for meals, incidental expenses, and both standard and nonstandard lodging for in-state and out-of-state travel. This information was previously shared with board members in late September, and Ms. Dorantes encouraged members to review the new guidelines.

DCA is participating in annual charitable campaigns this November, including the agency's Turkey Drive and the statewide Our Promise Campaign. Donations will go to Joey's Food Locker, a local food bank in Sacramento.

Ms. Dorantes concluded by highlighting the launch of the Our Promise Campaign, the state employees' workplace giving initiative. Through this campaign, state employees, including board members, can support a nonprofit of their choice, contributing to causes they are passionate about. These donations help make a positive impact on local communities and demonstrate the state's commitment to California. The campaign will run from November 18 through December 31.

5. AGENDA ITEM #5: Discussion and Possible Approval of the August 12, 2024 Board Meeting Minutes

Motion: Tonya Fairley made a motion to approve the August 12, 2024 Board Meeting Minutes. Dr. Yolanda Jimenez seconded the motion.

Public Comment: There were no public comments received.

Roll Call Vote: Motion to approve the August 12, 2024 Board Meeting Minutes carried: 8 yes, 0 no, and 1 abstain, per the following roll call vote:

- Committee Members voted "Yes": Calimay Pham, Tonya Fairley, Danielle Munoz, Megan Ellis, Kellie Funk, Reese Isbell, Dr. Yolanda Jimenez, Tamika Miller.
- Committee Members voted "Abstain": Steve Weeks

6. AGENDA ITEM #6: Proposed Board Meeting Dates and Locations for 2025

Members discussed the proposed board meeting dates and locations for 2025. Tonya Fairley inquired about the lack of committee meeting dates. Kristy Underwood explained that committee meetings are scheduled as needed. Ms. Fairley suggested aligning committee meetings with board meetings. Legal Counsel Sabina Knight confirmed that committee recommendations could be presented to the Board the same day, as long as they are included in the agenda in advance. Steve Weeks inquired about the locations of the Southern California meetings, and Ms. Underwood noted the intention to hold one in Los Angeles and the other in San Diego.

7. AGENDA ITEM #7: Executive Management Reports

a. Administration and Operations

Kristy Underwood presented the Administration Operations Report, noting that the unit has five positions, with one previously vacant position now filled. James Zimmerman was promoted to Licensing and Operations Chief, after serving as one of the licensing managers. A new hire has been brought in to fill the vacancy left by his promotion. She also highlighted staff training efforts, including de-escalation tactics for difficult situations and the importance of using inclusive language, with training sessions held quarterly in collaboration with DCA's SOLID training unit.

An update on the budget was provided, highlighting its continued strength. Steve Weeks inquired if the budget included the \$106,000 cost for a mailer, and Ms. Underwood confirmed it did not. He also asked how many boards operate with a surplus, noting the Board's high surplus. Ms. Underwood explained that, unlike smaller boards, their Board is financially stable. Mr. Weeks pointed out that the surplus is likely due to reasonable licensing fees and the large number of licensees. He further inquired about a \$25,000 transfer in fiscal year 2024-2025, which Ms. Underwood confirmed was part of a \$25 million loan repayment to the general fund.

b. Licensing, Examinations, and Disciplinary Review Appeals

Kristy Underwood provided an update on the Licensing Division, noting that all 19 positions are now filled, marking the first time the division has been fully staffed. She highlighted that the team is now able to process emails more quickly, typically within 24 hours, and paper applications are being processed in about four weeks. Ms. Underwood also discussed the licensing statistics, with a focus on the comparison between first-time test takers and re-exam candidates. She noted that taking the exam soon after graduation tends to lead to higher pass rates.

Ms. Underwood addressed questions regarding the Spanish-language exam translations, explaining that the vendor is working on improving translations to better serve Spanish-speaking applicants. Regarding the disproportionately high number of Chinese-language applicants from out-of-country schools, staff clarified that the number was accurate and consistent with past reports.

Moving on to licensing data, Ms. Underwood noted that over 11,000 licenses were issued this quarter, bringing the total licensed population to 647,465. Additional statistics were provided on employment status, including the percentage of licensees working part-time or full-time, as well as those working outside California.

The Disciplinary Review Committee (DRC) currently has no vacancies. There are 114 pending cases in the South and 56 in the North. A two-day DRC is planned for February to address the Southern California cases, with a future session likely scheduled for Sacramento.

c. Enforcement, Inspections, and Cite and Fine

In the Enforcement Division, there are two vacant positions, but a vacancy sweep may result in the loss of four positions. There was a notable increase in cases referred to the Attorney General's office, with 55 cases submitted this quarter, up 44% from the previous quarter.

Steve Weeks inquired about the number of inspections relative to the total number of establishments, noting that only 1.3% of the licensee population is inspected. Ms. Underwood explained that, with inspector positions now fully staffed for the first time in years, the department is in a position to request additional inspectors through a budget change proposal. She emphasized that inspections prioritize consumer harm and complaints but also aim to address routine inspections for salons that have not been inspected in a while.

Ms. Underwood provided updates on efforts to address systemic issues within the Apprenticeship Program, noting that staff have invested significant time in investigations. She highlighted productive meetings with three Local Education Authorities (LEAs)—San Joaquin County, Hacienda La Puente, and Marysville—to address low exam pass rates tied to inadequate classroom training hours. The LEAs have responded positively, and Ms. Underwood hopes these partnerships will strengthen program outcomes.

Additionally, the Board has collaborated with the Division of Apprenticeship Standards (DAS) to address suspected fraud. Nearly 30 unauthorized "training facilities" were notified to cease operating as independent program sponsors using another sponsor's approval. These facilities charge students high fees without proper oversight, often marketing themselves on social media as legitimate programs. Ms. Underwood expects that these actions will protect students and improve program integrity, with more updates anticipated as the work progresses.

Ms. Underwood reviewed recent complaint intake and enforcement statistics. In the first quarter, 1,512 complaints were received, with 42% related to unlicensed activity and 32% focused on health and safety issues. The cite and fine unit currently has two vacancies. There are 271 approved schools with 18 cases under review.

Recent enforcement efforts addressed misuse in the extern program, particularly cosmetology externs working solely in nail-only shops. Additionally, in September 2024, 779 inspections were conducted, with numbers expected to increase now that the unit is fully staffed. Ms. Underwood explained that "closed on call" visits—where inspectors find businesses temporarily closed—remain high, a trend attributed to many businesses adopting irregular hours post-pandemic.

Additional updates included statistics on citation processing, with 1,411 payment requests issued to those with unpaid citations, and details on payment plan requests and completion.

d. Outreach

Kristy Underwood acknowledged recent events including the Face and Body Skincare Tradeshow and Nail Pro in September, the Jazz Z Beauty and Barber Show in Pomona in October, and the Electrology Association Convention in San Diego. She also shared the department's ongoing communication initiatives via listservs (mass emails) and social media. Licensees can update their contact information in their Breeze accounts to ensure they receive all communications.

e. Strategic Plan Update

The strategic plan update recognized the mobile inspection application project led by Carrie Harris. The initiative involves equipping inspectors with iPads to conduct inspections both online and offline, with data syncing to Breeze once a connection is made. This system aims to streamline inspection processing, reducing turnaround time from months to just a couple of days. The roll-out will begin slowly with a few inspectors, ensuring any issues are addressed before full deployment in spring 2025.

Carrie Harris explained that inspectors will no longer provide a hard-copy inspection report on-site but will email a digital report that includes violation details and photos. The citation process itself will remain the same, with fines processed in the office.

The project has been funded through a grant from the California Department of Technology's Technology Modernization Fund, which has covered the costs thus far, though future expenses will be handled through yearly licensing fees and equipment updates.

The next topic discussed was booking platforms. The department has reached out to 10 different platforms to ensure they require service providers to be licensed in California. This project is in its early stages, and further updates will follow as it progresses. Tonya Fairley asked for clarification, and Kristy Underwood explained that these platforms allow customers to book appointments with service providers, and the goal is to ensure that only licensed professionals are listed.

Additionally, a new Vietnamese-language Facebook page has been launched, featuring the same content as the agency's main page but fully translated into Vietnamese. This initiative has been successful, with translations and community engagement efforts supported by Vietnamese-speaking staff who are licensed in the industry.

Regarding the strategic plan timeline, Ms. Underwood confirmed that most areas are on track. The five-year plan, set to conclude in 2027, is progressing as planned.

In conclusion, Kristy Underwood highlighted the continued success of the agency's quarterly newsletter, which is designed in collaboration with DCA to ensure a polished, professional look. The newsletter remains an ongoing initiative.

Public Comment: Seth Caplan, CRU Institute of Cosmetology and Barbering, thanked the Board for addressing apprenticeship issues and stressed the importance of preventing apprentices from paying excessive fees for unauthorized apprenticeship programs. He also shared concerns about unverified booking platforms and commended the Board's efforts to tackle this issue. Mr. Caplan inquired about the decline in apprenticeship licenses, asking if the number of applications had also decreased. Ms. Underwood confirmed that enforcement actions with some apprenticeship programs are likely contributing to the decline in new apprentices.

8. AGENDA ITEM #8: Discussion and Possible Action on Manicurists Worker Classification

Kristy Underwood provided an update on the impact of AB 5 and the upcoming expiration of the independent contractor exemption for manicurists on January 1, 2025. She explained the Board's previous support for legislation that would have extended the exemption, which ultimately failed. Efforts to provide outreach included sharing labor law information online and via email without additional costs.

Ms. Underwood highlighted the challenges manicurists face compared to other licensees, noting inconsistencies such as cosmetologists being able to operate as independent contractors while performing similar services. She discussed potential confusion and misclassification issues within the industry and clarified the strict zoning and licensing requirements for businesses attempting to establish "suites" to bypass the law.

She emphasized that this is a labor law issue beyond the Board's enforcement scope. Additionally, she raised concerns about the substantial \$106,000 estimated cost of mailing labor-related information to licensees. She invited the Board to deliberate on whether to allocate resources for this purpose and to consider a policy statement advocating equal treatment of all licensees.

Steve Weeks raised concerns about the implications of the sunset date for manicurists, emphasizing that it exclusively impacts this license type. He noted the potential burden on the Board, highlighting that a mailing to approximately 188,000 recipients—covering establishments and manicurists—would provide no direct benefit to the Board while incurring significant costs. Instead, he pointed out that the state stands to gain substantial revenue from payroll taxes and other associated fees.

Tonya Fairley also voiced concerns about assuming the financial burden of the high mailing costs. She suggested using video content, such as Facebook Live or reels, as a more effective and relatable alternative. She emphasized that video communication resonates better with the nail industry audience and could effectively explain the upcoming changes. While acknowledging that labor law enforcement is not within the Board's jurisdiction, she stressed the need for clear outreach due to the law's impact on licensed professionals.

Ms. Underwood expressed enthusiasm for video outreach but raised concerns about answering questions in real-time. Ms. Fairley clarified that the goal was not live interaction but pre-recorded videos to deliver concise, engaging information. She reiterated the need to communicate proactively without burdening the Board's budget.

Kristy Underwood detailed prior outreach efforts, including a town hall with Senator Nguyen and the Labor Relations Office, panels at industry events, podcasts, and an upcoming event in December with the Vietnamese Chamber of Commerce aimed at reaching Vietnamese speaking manicurists. Both agreed that videos on platforms like Facebook and Instagram would be an effective way to engage the audience, particularly non-English speakers, while avoiding the substantial costs of mailing.

Dr. Yolanda Jimenez supported Ms. Fairley's suggestion, emphasizing the importance of interactivity for effective social media outreach. She noted that for posts or videos to gain traction, users must be able to leave comments and share content widely. This approach would leverage social media algorithms, ensuring the information reaches a broader audience, including those in the nail industry who may not otherwise see the content.

Kellie Funk added that any communication should also provide context about the origins of the labor law changes, explaining that they stemmed from efforts to address labor abuse. She highlighted that many manicurists may not be familiar with the issue's history, and offering this background could enhance understanding of the changes.

Tamika Miller inquired if the information had been distributed via email. Ms. Underwood confirmed it had been, but clarified that emails are only sent to individuals with email addresses on file.

Danielle Munoz suggested that the Department of Industrial Relations (DIR) should take responsibility for funding and implementing changes related to the new labor law. She proposed collaborating with them to create a FAQ list, linking to their page, while ensuring that the board does not bear the financial burden. Ms. Underwood stated that the Board had offered to provide mailing addresses and recommended posting relevant information on DIR's website, but the department has not been very responsive.

Ms. Fairley expressed concern that, aside from the high mailing cost, this issue is diverting staff from other priorities, noting this is the second board meeting spent on the matter. Ms. Munoz clarified that the FAQ should direct people to resources and contacts for further information. She emphasized that the Board's resources should remain focused on its core responsibilities.

Public Comment: Jaime Schrabek of Precision Nails noted concerns about the loss of the manicurists' exemption, stating that the issue has been ongoing since 2019. While agreeing with the Board's decision not to bear the cost of the mailings, she suggested issuing a policy statement to support future legislative efforts. She warned of potential fraudulent practices as businesses try to circumvent new regulations and anticipated an increase in new establishment applications. Ms. Schrabek concluded by highlighting the need for continued attention to the issue.

Fred Jones of the Professional Beauty Federation commended the Board for their efforts on the issue, acknowledging its impact even though it's outside the Board's usual scope. He likened the situation to a "twister," predicting that the consequences of the new laws will hit unexpectedly, particularly affecting Vietnamese communities. He urged the Board to provide early warning and suggested adjusting the mailing list to focus on those without email

addresses to reduce costs. He supported issuing a policy statement and advocated for equity, arguing that the new laws unfairly target a specific community within the industry.

Motion: Kelly Funk moved that the Board adopt a policy statement affirming the right of all license types to choose their worker classification. Tonya Fairley seconded the motion.

Public Comment: Jaime Schrabek of Precision Nails remarked that while license renewal data is not broken down by type, she would be interested in knowing how many manicurists renewing their licenses are classified as independent contractors.

Fred Jones of the Professional Beauty Federation expressed support for the motion, explaining the stringent criteria for independent contractor exemptions under AB 5. He noted that the bill codified the Supreme Court's Dynamex ruling and imposed additional requirements on exempt industries, including beauty professionals. To qualify, individuals must meet seven criteria, such as setting their own rates, hours, and advertising. He endorsed the motion's call for equitable treatment across all license categories, emphasizing the importance of fairness in labor standards.

Roll Call Vote: Motion to approve that the board adopt a policy statement affirming the right of all license types to choose their worker classification carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted "Yes": Calimay Pham, Tonya Fairley, Danielle Munoz, Megan Ellis, Kellie Funk, Reese Isbell, Dr. Yolanda Jimenez, Tamika Miller, Steve Weeks.

9. AGENDA ITEM #9: Report on the October 14, 2024, Licensing and Examination Committee Meeting

This information was shared as part of the discussion on Agenda Item 8.

10. AGENDA ITEM #10: Report on the October 14, 2024, Enforcement and Inspections Committee Meeting

Kristy Underwood explained that the committee is currently reviewing the administrative fine schedule. The review focuses on aligning fines with the level of risk posed to consumers. The committee has completed about half of the review and will address the remaining fines at its next meeting, which has yet to be scheduled. Once the review is finalized, the committee will present its recommendations to the full Board.

Public Comment: No public comments were made on this item.

11. AGENDA ITEM #11: Report on the October 14, 2024, Diversity, Equity, and Inclusion Committee Meeting

Ms. Underwood provided an update from the DEI Committee, noting their review of the Crown Act and its connection to recently signed legislation requiring training on textured hair. The committee also considered new DEI initiatives, including revisiting an earlier survey to expand their efforts. Chair Munoz suggested using the survey as a foundation for gathering more DEI-related insights. Staff will work on these developments and present additional updates at the next committee meeting.

Public Comment: There were no comments from the public on this agenda item.

12. Report on the October 14, 2024, Health and Safety Advisory Committee Meeting and Possible Action Regarding the Approval of The Health and Safety Course

Ms. Underwood provided an update on the revisions to the Health and Safety Course curriculum, a critical component of licensee education taught in all schools. The committee, comprising experts such as a scientist, infection control specialist, representatives from Cal OSHA, and the Department of Public Health, contributed feedback alongside board members. Key updates to the curriculum included:

- Incorporating gender-neutral language.
- Adding the hairstylist license category.
- Replacing outdated case studies with new scenarios.
- Updating review questions and fixing outdated or irrelevant information and links.
- Including content on manicurist worker classification, domestic abuse (a statutory requirement), dependent adult abuse, and updated information on HIV/AIDS.
- Improving formatting for readability and addressing minor grammar and spelling issues.

The finalized draft, distributed electronically to save resources, is also available on the Board's website. If the board approves the changes, the updated curriculum will be sent to DCA for final formatting and publication.

Motion: Tonya Fairley made a motion to approve the updated health and safety course and authorize the Executive Officer to make any additional non-substantive changes. Danielle Munoz seconded.

Public Comment: There were no public comments received.

Roll Call Vote: Motion to approve that the Board adopt a policy statement affirming the right of all license types to choose their worker classification carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted "Yes": Calimay Pham, Tonya Fairley, Danielle Munoz, Megan Ellis, Kellie Funk, Reese Isbell, Dr. Yolanda Jimenez, Tamika Miller, Steve Weeks.

13. AGENDA ITEM #13: Update on Chaptered Legislation:

- a. **AB 2166 (Weber) Barbering and cosmetology: hair types and textures**
- b. **SB 1451 (Ashby) Professions and vocations**

Ms. Underwood discussed AB 2166, which requires barbers, cosmetologists, and hairstylists to receive training and testing on how to provide services for all hair types and textures. This includes knowledge of various curl patterns, strand thicknesses, and hair volumes. The Board notified all schools, and many schools already meet the requirements. Additionally, the licensing exam already includes textured hair-related content, so the board has fulfilled its obligations ahead of the bill's January 1 implementation date.

SB 1451 includes cleanup language regarding the hairstylist license. The statute previously only allowed the Board to charge a license fee but did not authorize application or exam fees. As a result, hairstylist licenses were issued for \$50, even though the actual cost to the Board is approximately \$125. The bill addresses this issue and provides the necessary authority for the Board to implement the required regulations.

Public Comment: There were no comments from the public.

14. AGENDA ITEM #14: Discussion and Possible Action Regarding Rulemaking Proposals:

- a) **Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) sections 904, 909, 931, 932, 937, 962, and 998, and Repeal sections 928, 934, 950.1, 950.2, 950.3, and 950.4 (SB 803 Clean Up)**
- b) **Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)**
- c) **Update Regarding Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprenticeship Training)**
- d) **Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)**
- e) **Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety)**
- f) **Update Regarding Rulemaking to Amend Title 16, CCR section 931 (Interpreters)**
- g) **Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program)**

Kristy Underwood gave several regulatory updates. She highlighted the final approval of the SB 803 cleanup regulations on July 19, 2024, noting the extensive work involved. She also discussed the pre-apprenticeship training mandated by SB 803, which now must be offered by the Board instead of program sponsors. The Board has developed an online course, similar to other mandatory Board training, which will be available for apprentices. A demo of the course will be presented at the next Board meeting once the regulations are finalized and after the comment period.

The discussion continued with an update on the development of the remedial education program under SB 384, which will offer individuals the option to complete remedial education instead of paying a fine. The regulations and course content are still being developed.

Individuals cited will be given the choice to pay the fine, appeal it, or complete the remedial education to have the fine waived. Ms. Underwood clarified that this option would be available at the citation stage, not through the DRC.

Additionally, Ms. Underwood discussed the interpreter regulation package, noting that the board previously discussed this issue. Currently, the Board requires an interpreter to wait two years before interpreting again, while other Boards and exam vendors have a one-year requirement. The Board is working to align with those standards by reducing the duration to one year.

Staff is still working on the apprenticeship regulations, which have been in development for some time. As Ms. Underwood's involvement in the apprenticeship program continues to grow, the regulations are evolving into a more comprehensive and effective package. She expressed confidence that it will ultimately result in a strong set of regulations. Finally, staff is actively working on regulations concerning schools, externships, and health and safety.

Public Comment: There were no public comments related to these items.

15. AGENDA ITEM #15: Discussion and Possible Action to Reconsider Previously Approved Text, and to Consider Initiation of a Rulemaking to Amend Title 16, California Code of Regulations (CCR) Section 972 (Disciplinary Guidelines).

Ms. Underwood provided an update on the disciplinary guidelines regulation package. The guidelines, utilized during reinstatement hearings and by the Attorney General's office for cases, had not been updated in quite some time. In May 2024, the Board approved the proposed regulatory language. However, after further review by staff and the regulations council, additional changes were identified. The changes in the regulation language itself are minimal, but the updated disciplinary guidelines document has undergone significant revisions. A recommended motion for approval was included in the package.

Motion: Danielle Munoz moved to approve the proposed regulatory text for Title 16 CCR Section 972 as set forth in Attachments 1 and 2, and direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business, Consumer Services and Housing Agency for review. If the Board does not receive any objections or adverse recommendations specifically directed at the proposed action or to the procedures followed by the board in proposing or adopting this action, authorize the Executive Officer to take all steps necessary to initiate the rulemaking process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the Executive Officer to take all steps necessary to complete the rulemaking and adopt the proposed regulations at Section 972 as noticed. Tonya Fairley seconded the motion.

Public Comment: There were no public comments.

Roll Call Vote: Motion carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted “Yes”: Calimay Pham, Tonya Fairley, Danielle Munoz, Megan Ellis, Kellie Funk, Reese Isbell, Dr. Yolanda Jimenez, Tamika Miller, Steve Weeks.

16. AGENDA ITEM #16: Discussion and Possible Action to Reconsider Previously Approved Text, and Consider Initiation of a Rulemaking to Amend Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)

Kristy Underwood explained that the regulation package addresses out-of-state license certifications. Currently, certifications can sit in the office for months before the application is submitted, which can create issues if there is disciplinary action during that time. To resolve this, the Board previously decided to limit the certification holding period to three months. Working with the regulations council, staff updated and clarified the language, including changes to reciprocity applications, which are now part of the regulatory package. The goal is to improve the overall regulations, and a recommended motion is provided.

Motion: Kellie Funk moved to resend the Board's prior motion approving text for this proposal on February 26th, 2024, and instead approve the proposed regulatory text for Title 16 CCR Section 911 as set forth in Attachment 1 and direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business, Consumer Services, and Housing Agency for review. If the Board does not receive any objections or adverse recommendations specifically directed at the proposed action or to the procedures followed by the Board in proposing or adopting this action, authorize the executive officer to take all steps necessary to initiate the rule-making process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the executive officer to take all steps necessary to complete the rule-making and adopt the proposed regulations at Section 911 as noticed. Tonya Fairley seconded the motion.

Public Comment: There were no public comments.

Roll Call Vote: Motion carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted “Yes”: Calimay Pham, Tonya Fairley, Danielle Munoz, Megan Ellis, Kellie Funk, Reese Isbell, Dr. Yolanda Jimenez, Tamika Miller, Steve Weeks.

17. AGENDA ITEM #17: Discussion and Possible Action to Initiate a Rulemaking to Amend Title 16, California Code of Regulations (CCR) Section 998 (Hairstylist Licensing Fee).

The final regulation package discussed relates to hairstylist licensing fees. SB 803 created the hairstylist license but only authorized a license fee. This new regulation will establish additional fees: application and exam fees, initial license fee, renewal fee, and delinquent renewal fee.

Tonya Fairley asked for clarification on the fees. Ms. Underwood explained that the licensee pays \$75 in addition to the \$50 application fee for the initial license.

Steve Weeks asked if the resolution could be easily amended in the future, referencing concerns from February 2024. He asked whether the fees or the general resolution could be modified. Ms. Underwood responded that any modifications would require coming back to the board, as they are regulations.

Motion: Tonya Fairley made a motion to approve the proposed regulatory text for Title 16 CCR Section 998 as set forth in Attachment 1 and direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business Consumer Services and Housing Agency for review. If the Board does not receive any objections or adverse recommendations specifically directed at the proposed action or to the procedures followed by the Board in proposing or adopting this action, authorize the Executive Officer to take all steps necessary to initiate the rulemaking process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the Executive Officer to take all steps necessary to complete the rulemaking and adopt the proposed regulations at Section 998 as noticed. Danielle Munoz seconded the motion.

Public Comment: There were no public comments.

Roll Call Vote: Motion carried: 9 yes, 0 no, and 0 abstain, per the following roll call vote:

- Committee Members voted "Yes": Calimay Pham, Tonya Fairley, Danielle Munoz, Megan Ellis, Kellie Funk, Reese Isbell, Dr. Yolanda Jimenez, Tamika Miller, Steve Weeks.

18. AGENDA ITEM #18: Public Comment on Items Not on the Agenda

No public comments were made on items not on the agenda.

19. AGENDA ITEM #19: Suggestions for Future Agenda Items

Kristy Underwood mentioned the upcoming sunset review process, which is set to begin in 2025. Staff has already started preparing the report, with a formal request expected in June 2025. The preliminary report will be presented to the Board in August 2025, and the final report will be submitted for approval later that year. The report is due to the committees in January 2026, followed by a hearing in early spring 2026, during which testimony will be provided before the Sunset Review Committee. She also noted that the sunset review is an opportunity to assess past actions and propose legislative changes, including a potential look at the aesthetician scope of practice, based on practices in other states.

The next board meeting will be held on February 10th, 2025, in Sacramento. Elections will also take place at that meeting.

20. AGENDA ITEM #20: Adjournment

There being no further business to discuss, the meeting adjourned at approximately 12:10 p.m.



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	February 10, 2025
TO	Board of Barbering and Cosmetology
FROM	James Zimmerman, Licensing and Operations Chief
SUBJECT	Administration/Operations Report

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
5	1

We are currently recruiting for the Administration/Operations Staff Services Manager I position.

Staff Training

The Board of Barbering and Cosmetology completed three trainings this past quarter with DCA's Strategic Organizational Leadership and Individual Development (SOLID) Unit.

The Board participated in 'Importance of Using Inclusive Language' with SOLID on October 21st, 2024. Our goal is to provide more ways for our team members to communicate with co-workers and the public to help people feel more welcomed and understood.

The Board's management team participated in "Color Lingo" with SOLID on December 9th. This was a team building training that contributes to better understanding between team members. The tools gained in this training can also be used when interacting with employees and the public.

Management also completed A Manager's Guide to Performance Appraisals & Individual Development Plans which helps managers to draft staff's yearly performance appraisals.

Budget Projection Reports and Fund Condition

Below is the Budget Report Fiscal Year (FY) 2024-25 Expenditure Projection based on Fiscal Month 3 (FM) (September 2024). Based on these projections, the Board is scheduled to revert \$1,203,278 back into the Board’s Fund.

**Board of Barbering and Cosmetology
FM 3 Fiscal Year 2024/25
Projected Expenditures September 2024**

Personnel Services	ALLOTMENT	BBC Projected Expenditures	Projected Year End Balance
5100 Permanent	\$6,020,000	\$5,397,833	\$622,167
5100 Temporary	\$587,000	\$397,871	\$189,129
5105-5108 Per Diem, Overtime & Lump Sum	\$0	\$85,323	(\$85,323)
5150 Staff Benefits	\$3,686,000	\$3,433,645	\$252,355
5170 Salary Savings	\$0	\$0	\$0
Total of Personnel Services	\$10,293,000	\$9,314,673	\$978,327
Operating Expenses & Equipment (OE&E)	Allotment	BBC Projected Expenditures	Projected Year End Balance
5301 General Expense	\$166,000	\$109,054	\$56,946
5302 Printing	\$250,000	\$306,521	(\$56,521)
5304 Communication	\$21,000	\$16,360	\$4,640
5306 Postage	\$232,000	\$38,247	\$193,753
5308 Insurance	\$4,000	\$21,229	(\$17,229)
53202-204 Travel In State	\$73,000	\$69,618	\$3,382
53206-208 Travel, Out-of-State	\$0	\$3,595	(\$3,595)
5322 Training	\$11,000	\$9,251	\$1,749
5324 Facilities Operations	\$1,022,000	\$339,745	\$682,255
53402-53403 Attorney General, OAH, C&P Services Interdept	\$1,672,000	\$1,401,094	\$270,906
53404-53405 Consultant & Professional Svs. - External	\$1,793,000	\$2,495,432	(\$702,432)
5342 DCA Pro Rata	\$6,274,000	\$6,274,000	\$0
5342 Interagency Services	\$1,000	\$105,808	(\$104,808)
5344 Consolidated Data Center	\$68,000	\$44,245	\$23,755
5346 Information Technology	\$35,000	\$57,832	(\$22,832)
5362-5368 Equipment	\$77,000	\$128,164	(\$51,164)
5390 Other Items of Expense & Vehicles	\$43,000	\$79,171	(\$36,171)
54 Special Items and Expenses	\$0	\$17,683	(\$17,683)
Total Operating Expenses & Equipment	\$11,742,000	\$11,517,050	\$224,950
Total Expenses	\$22,035,000	\$20,831,722	\$1,203,278
Schedule Reim. Other	(\$57,000)	(\$141,000)	
Net Appropriation	\$21,978,000	\$20,774,722	\$1,203,278
		SURPLUS/(DEFICIT)	5.47%

The below analysis of the Board’s Fund Condition projects to have 6.7 months in reserve for FY 2024-25. This means the Board would be able to continue to operate for 6.7 months without collecting any additional revenue. The Board is expected to receive a loan back from the General Fund in FY 2024-25, which would increase the Board’s reserve to 20.8 months.

**0069 - Barbering and Cosmetology Contingency Fund Analysis of Fund Condition
(Dollars in Thousands)
2024 Budget Act w FM 3 Projections**

	Actuals 2023-24	CY 24-25	BY 25-26	BY +1 26-27	BY +2 27-28
BEGINNING BALANCE	\$ 24,775	\$ 12,050	\$38,020	\$38,497	\$38,329
Prior Year Adjustment	\$ 187	\$ -	\$ -	\$ -	\$ -
Adjusted Beginning Balance	\$ 24,962	\$ 12,050	\$38,020	\$38,497	\$38,329
REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
Revenues					
4121200 - Delinquent fees	\$ 1,129	\$ 1,173	\$ 1,173	\$ 1,173	\$ 1,173
4127400 - Renewal fees	\$ 11,738	\$ 13,006	\$13,006	\$13,006	\$13,006
4129200 - Other regulatory fees	\$ 2,041	\$ 2,118	\$ 2,118	\$ 2,118	\$ 2,118
4129400 - Other regulatory licenses and permits	\$ 5,472	\$ 5,529	\$ 5,529	\$ 5,529	\$ 5,529
4143500 - Miscellaneous Services to the Public	\$ 5	\$ 6	\$ 6	\$ 6	\$ 6
4163000 - Income from surplus money investments	\$ 688	\$ 689	\$ 569	\$ 566	\$ 554
4170400 - Capital Asset Sales Proceeds	\$ 1	\$ 1	\$ 1	\$ 1	\$ 1
4171400 - Escheat of unclaimed checks and warrants	\$ 15	\$ 12	\$ 12	\$ 12	\$ 12
4172500 - Miscellaneous revenues	\$ 7	\$ 4	\$ 4	\$ 4	\$ 4
Totals, Revenues	\$ 21,096	\$ 22,538	\$22,418	\$22,415	\$22,403
Loan Repayment from the General Fund (0001) to the Barbering and Cosmetology Contingent Fund (0069) per Item 1111-011-0069, Budget Act of 2020	\$ -	\$ 25,000	\$ -	\$ -	\$ -
Loan from the Barbering and Cosmetology Contingent Fund (0069) to the General Fund (0001) per Control Section 13.40, Budget Act of 2023	\$ -15,000	\$ -	\$ -	\$ -	\$ -
Totals, Transfers and Other Adjustments	\$ -15,000	\$ 25,000	\$ -	\$ -	\$ -
TOTALS, REVENUES, TRANSFERS AND OTHER ADJUSTMENTS					
	\$ 6,096	\$ 47,538	\$22,418	\$22,415	\$22,403
TOTAL RESOURCES	\$ 31,058	\$ 59,588	\$60,438	\$60,912	\$60,732
Expenditures:					
1111 Department of Consumer Affairs Regulatory Boards, Bureaus, Divisions (State Operations)	\$ 18,332	\$ 20,775	\$21,398	\$22,040	\$22,701
9892 Supplemental Pension Payments (State Operations)	\$ 360	\$ 250	\$ -	\$ -	\$ -
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	\$ 316	\$ 543	\$ 543	\$ 543	\$ 543
Less funding provided by the General Fund (State Operations)	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS, EXPENDITURES AND EXPENDITURE ADJUSTMENTS					
	\$ 19,008	\$ 21,568	\$21,941	\$22,583	\$23,244
FUND BALANCE					
Reserve for economic uncertainties	\$ 12,050	\$ 38,020	\$38,497	\$38,329	\$37,487
Months in Reserve	6.7	20.8	20.5	19.8	19.4

NOTES:

1. Assumes workload and revenue projections are realized in BY +1 and ongoing.
2. Expenditure growth projected at 3% beginning BY +1.



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
 DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
 P.O. Box 944226, Sacramento, CA 94244-2260
 Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
 Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	February 10, 2025
TO	Board of Barbering and Cosmetology
FROM	Michael Magat, Licensing Manager Linda Kingsbury, Licensing Manager
SUBJECT	Licensing, Exams, and Disciplinary Review Committee Report

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
19	0

Linda Kingsbury was hired to replace James Zimmerman as a Licensing Manager.

The Board is seeking to hire two Limited Term Program Technician IIs, to complete our communications unit, and a seasonal clerk.

Examinations

Pass rates are up for the second quarter FY 24/25 compared to the same quarter the previous year. All license types saw an increase in pass rate with the exception of examinees taking the hairstylist exam.

License Type	FY23/24 Q2 Pass%	FY24/25 Q2 Pass %
Barber	46%	56%
Cosmetology	44%	68%
Esthetician	67%	76%
Manicurist	63%	76%
Electrology	53%	64%
Hairstylist	100%	50%

*Based on quarter comparison

Emails

The Board is receiving about 150 emails a day and our response time is two business days.

Applications

The Board received 15,490 applications during the second quarter of FY 24/25. This was a decrease of 11% over the first quarter of FY 24/25. The only license type to have more applicants from the previous quarter was electrologist, which increased by 7.4%. Reciprocity applicants showed growth in barbering 16.09%, cosmetology 3.72%, esthetician 6.93%, and manicurist 1.39%, and cosmetology apprentice applicants saw 17.49% growth. All other license types decreased in numbers.

The Board has about 1,000 applications pending daily. All applications are being processed within three to four weeks.

Establishment Applications Received

As a result of outreach regarding the sunset of the exemption for manicurist in AB5, the Board has not seen a noticeable increase in establishment applications.

FY	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
21/22	1,927	1,551	1,862	1,829	7,169
22/23	1,751	1,543	1,712	2,247	7,253
23/24	2,090	1,902	2,303	2,127	8,422
24/25	2,319	1,824	-	-	4,143

Licenses Issued

The Board issued 10,245 licenses during the second quarter of FY 24/25. This was a decrease of 7% from the first quarter of FY 24/25. The number of barber apprentice licenses decreased by 16.69% in the second quarter, while the cosmetology apprentice licenses issued increased by 29.74%.

Our current license population is 652,119.

Performance Measures**Applications Received****Quarterly Applications Received Fiscal Year 24/25**

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Personal Service Permit	19	6			25
Establishment	2,319	1,825			4,143
Mobile Unit	3	2			5
Barber					
Initial Application	1,249	1,044			2,293
Re-Exam	1,309	1,167			2,476
Sub-Total	2,558	2,211	-	-	4,769
Reciprocity	80	94			174
Apprentice	435	368			803
Cosmetologist					
Initial Application	3,018	2,805			5,823
Re-Exam	2,280	1,951			4,231
Sub-Total	5,298	4,756	-	-	10,054
Reciprocity	659	684			1,343
Apprentice	193	230			423
Electrologist					
Initial Application	26	28			54
Re-Exam	26	24			50
Sub-Total	52	52	-	-	104
Reciprocity	3	-			3
Apprentice	-	-			-
Esthetician					
Initial Application	2,018	1,672			3,690
Re-Exam	1,101	954			2,055
Sub-Total	3,119	2,626	-	-	5,745
Reciprocity	223	239			462
Manicurist					
Initial Application	1,420	1,366			2,786
Re-Exam	658	628			1,286
Sub-Total	2,078	1,994	-	-	4,072
Reciprocity	357	362			719
Hairstylist					
Initial Application	17	21			38
Re-Exam	11	10			21
Sub-Total	28	31	-	-	59
Reciprocity	20	11			31
Total	17,444	15,490	-	-	32,934

Written Exam Results

Overall re-exams have a lower pass rate than first-time test takers. Spanish pass rates for first time test takers have the lowest pass rate out of all the languages for the barber, cosmetology, and manicurist license types while Vietnamese has the lowest pass rate for first time test takers for the esthetician license type.

October 1, 2024 – December 31, 2024

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	529	335	864	61%
Korean	2	1	3	67%
Spanish	25	80	105	24%
Vietnamese	4	4	8	50%
Total	560	420	980	57%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
298	561	859	35%
0	2	2	0%
43	130	173	25%
8	21	29	28%
349	714	1,063	33%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	639	163	802	80%
English	1,184	480	1,164	71%
Korean	10	10	20	50%
Spanish	53	146	199	27%
Vietnamese	110	44	154	71%
Total	1,996	843	2,839	70%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
168	108	276	61%
410	620	1,030	40%
11	12	23	48%
87	370	457	19%
51	76	127	40%
727	1,186	1,913	38%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	69	20	89	78%
English	1,184	367	1,551	76%
Korean	6	2	8	75%
Spanish	24	17	41	59%
Vietnamese	49	41	90	54%
Total	1,332	447	1,779	73%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
22	22	44	50%
300	352	652	46%
5	6	11	45%
9	27	36	25%
47	57	104	45%
383	464	847	45%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	51	13	64	80%
English	582	128	710	82%
Korean	3	2	5	60%
Spanish	25	31	56	45%
Vietnamese	454	132	586	77%
Total	1,115	306	1,421	78%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
10	10	20	50%
90	88	178	51%
2	2	4	50%
17	42	59	29%
120	190	310	39%
239	332	571	42%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	1	1	0%
English	16	12	28	57%
Korean	0	0	0	0%
Spanish	0	0	0	0%
Vietnamese	0	0	0	0%
Total	16	13	29	55%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
1	1	2	50%
9	9	18	50%
0	0	0	0%
0	0	0	0%
1	1	2	50%
11	11	22	50%

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	5	3	8	63%
English	2	1	3	67%
Korean	0	0	0	0%
Spanish	0	0	0	0%
Vietnamese	0	0	0	0%
Total	7	4	11	64%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
3	2	5	60%
0	2	2	0%
0	0	0	0%
1	4	5	20%
0	0	0	0%
4	8	12	33%

Written Exam Results by Educational Background

October 1, 2024 – December 31, 2024

Written Exam Results - Apprentice Program

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	78	91	169	45%
Cosmetologist	51	93	144	35%
Electrologist	0	0	0	0%
Total	129	184	313	41%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
75	172	247	30%
53	183	236	22%
0	0	0	0%
128	355	483	27%

Written Exam Results - Out of Country

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	6	44	50	12%
Cosmetologist	618	211	829	75%
Electrologist	0	3	3	0%
Esthetician	37	43	80	46%
Hairstylist	5	4	9	56%
Manicurist	63	27	90	70%
Total	729	332	1,061	69%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
19	59	78	24%
169	227	396	43%
1	2	3	33%
23	40	63	37%
4	8	12	33%
22	22	44	50%
238	358	596	40%

Written Exam Results - School Program

First Time Test Takers

License Type	Passed	Failed	Total	Pass Rate
Barber	476	285	761	63%
Cosmetologist	1,327	539	1,866	71%
Electrologist	16	10	26	62%
Esthetician	1,295	404	1,699	76%
Hairstylist	2	0	2	100%
Manicurist	1,052	279	1,331	79%
Total	4,168	1,517	5,685	73%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
255	483	738	35%
505	776	1,281	39%
10	9	19	53%
360	424	784	46%
0	0	0	0%
217	310	527	41%
1,347	2,002	3,349	40%

Written Exam Results by Language by Educational Background

October 1, 2024 – December 31, 2024

Apprentice Programs By Language

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	66	73	139	47%
Korean	0	0	0	0%
Spanish	12	18	30	40%
Vietnamese	0	0	0	0%
Total	78	91	169	46%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
61	134	195	31%
0	0	0	0%
14	38	52	27%
0	0	0	0%
75	172	247	30%

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	0	2	2	0%
English	37	25	62	60%
Korean	0	1	1	0%
Spanish	14	65	79	18%
Vietnamese	0	0	0	0%
Total	51	93	144	35%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
1	0	1	100%
14	32	46	30%
0	1	1	0%
34	147	181	19%
0	3	7	57%
53	183	236	22%

Out of Country Schools by Language

First Time Test Takers

Barber	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	4	10	14	29%
Korean	1	0	1	100%
Spanish	1	33	34	3%
Vietnamese	0	1	1	0%
Total	6	44	50	12%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
11	15	26	42%
0	2	2	0%
8	42	50	16%
0	0	0	0%
19	59	78	24%

Out of Country Schools by Language (continued)

First Time Test Takers

Cosmetologist	Passed	Failed	Total	Pass Rate
Chinese	566	147	713	79%
English	30	22	52	58%
Korean	0	3	3	0%
Spanish	8	30	38	21%
Vietnamese	14	9	23	61%
Total	618	211	829	75%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
133	88	221	60%
17	32	49	35%
2	6	8	25%
11	82	93	12%
6	19	25	24%
169	227	396	43%

First Time Test Takers

Electrologist	Passed	Failed	Total	Pass Rate
Chinese	0	1	1	0%
English	0	2	2	0%
Total	0	3	3	0%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
1	1	2	50%
0	1	1	0%
1	2	3	33%

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	21	15	36	58%
English	10	16	26	38%
Korean	1	0	1	100%
Spanish	4	7	11	36%
Vietnamese	1	5	6	17%
Total	37	43	80	46%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
7	7	14	50%
11	19	30	37%
0	0	0	0%
1	6	7	14%
4	8	12	33%
23	40	63	37%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	17	2	19	89%
English	8	5	13	62%
Korean	1	0	1	100%
Spanish	2	1	3	67%
Vietnamese	35	19	54	65%
Total	63	27	90	70%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
1	0	1	100%
3	6	9	33%
1	0	1	100%
4	6	10	40%
13	10	23	57%
22	22	44	50%

Out of Country Schools by Language (continued)

First Time Test Takers					Re-Exam Test Takers			
Hairstylist	Passed	Failed	Total	Pass Rate	Passed	Failed	Total	Pass Rate
Chinese	5	3	8	63%	3	2	5	60%
English	0	1	1	0%	0	2	2	0%
Spanish	0	1	0	0%	1	4	5	20%
Total	5	4	9	56%	4	8	12	33%

School Programs by Language

First Time Test Takers					Re-Exam Test Takers			
Barber	Passed	Failed	Total	Pass Rate	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%	0	0	0	0%
English	459	252	711	65%	226	412	638	35%
Korean	1	1	2	50%	0	0	0	0%
Spanish	12	29	41	29%	21	50	71	30%
Vietnamese	4	3	7	57%	8	21	29	28%
Total	476	285	761	63%	255	483	738	35%

First Time Test Takers					Re-Exam Test Takers			
Cosmetologist	Passed	Failed	Total	Pass Rate	Passed	Failed	Total	Pass Rate
Chinese	73	14	87	84%	34	20	54	63%
English	1,117	433	1,550	72%	379	556	935	41%
Korean	10	6	16	63%	9	7	14	64%
Spanish	31	51	82	38%	42	141	183	23%
Vietnamese	96	35	131	73%	41	54	94	43%
Total	1,327	539	1,866	71%	505	776	1,281	39%

First Time Test Takers					Re-Exam Test Takers			
Electrologist	Passed	Failed	Total	Pass Rate	Passed	Failed	Total	Pass Rate
English	16	10	26	62%	9	8	17	53%
Vietnamese	0	0	0	0%	1	1	2	50%
Total	16	10	26	62%	10	9	19	53%

School Programs by Language (continued)

First Time Test Takers

Esthetician	Passed	Failed	Total	Pass Rate
Chinese	48	5	5	91%
English	1,174	351	1,525	77%
Korean	5	2	7	71%
Spanish	20	10	30	67%
Vietnamese	48	36	84	57%
Total	1,295	404	1,699	76%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
15	15	30	50%
289	333	622	46%
5	6	11	45%
8	21	29	28%
43	49	92	47%
360	424	784	46%

First Time Test Takers

Manicurist	Passed	Failed	Total	Pass Rate
Chinese	34	11	45	76%
English	574	123	697	82%
Korean	2	2	4	50%
Spanish	23	30	53	43%
Vietnamese	419	113	531	79%
Total	1,052	279	1,331	79%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
9	10	19	47%
87	82	169	51%
1	2	3	33%
13	36	49	27%
107	180	287	37%
217	310	527	41%

First Time Test Takers

Hairstylist	Passed	Failed	Total	Pass Rate
Chinese	0	0	0	0%
English	2	0	2	100%
Spanish	0	0	0	0%
Total	2	0	2	100%

Re-Exam Test Takers

Passed	Failed	Total	Pass Rate
0	0	0	0%
0	0	0	0%
0	0	0	0%
0	0	0	0%

Licenses Issued

The total number of licenses issued decreased from 11,020 to 10,245, a 7% decrease from the last quarter.

Licenses Issued Fiscal Year 24/25

License Type	Jul-Sep	Oct-Dec	Jan-Mar	Apr-June	YTD
Barber	1,106	974			2,080
Barber Apprentice	374	347			721
Cosmetologist	3,271	3,262			6,533
Cosmetologist Apprentice	166	224			390
Electrologist	34	28			62
Electrologist Apprentice	-	-	-	-	-
Esthetician	2,220	1,889			4,109
Manicurist	1,606	1,643			3,249
Hairstylist	16	20			36
Establishment	2,212	1,889			4,058
Mobile Unit	3	2			5
Personal Service Permit	12	0			22
Totals	11,020	10,245			21,265

Licenses Issued Last 5 Years

21,265 licenses have been issued in FY 24/25.

Licenses Issued Last 5 Years

License Type	FY 20/21	FY 21/22	FY 22/23	FY23/24	FY24/25*
Barber	1,085	3,036	1,952	3,553	2,080
Barber Apprentice	874	1,422	1,398	1,392	721
Cosmetologist	3,153	6,901	6,246	9,270	6,533
Cosmetologist Apprentice	584	963	1,035	940	390
Electrologist	26	66	62	94	62
Electrologist Apprentice	-	-	-	-	-
Esthetician	2,887	7,505	7,601	7,958	4,109
Manicurist	2,065	4,581	4,350	5,597	3,249
Hairstylist	-	-	-	25	36
Establishment	6,302	6,604	6,351	7,754	4,058
Mobile Unit	8	12	11	10	5
Personal Service Permit	-	16	116	93	22
Totals	16,976	31,090	29,122	36,686	21,265

*July 1, 2024 – December 31, 2024

License Population

Compared to the previous quarter, the license population has increased from 647,465 to 652,119, a 0.72% increase.

License Population

License Type	License Population
Barber	40,696
Barber Apprentice	2,523
Cosmetologist	305,110
Cosmetologist Apprentice	1,550
Electrologist	1,618
Electrologist Apprentice	-
Esthetician	111,308
Manicurist	129,897
Hairstylist	60
Personal Service Permit	249
Establishment	59,032
Mobile Unit	76
Total	652,119

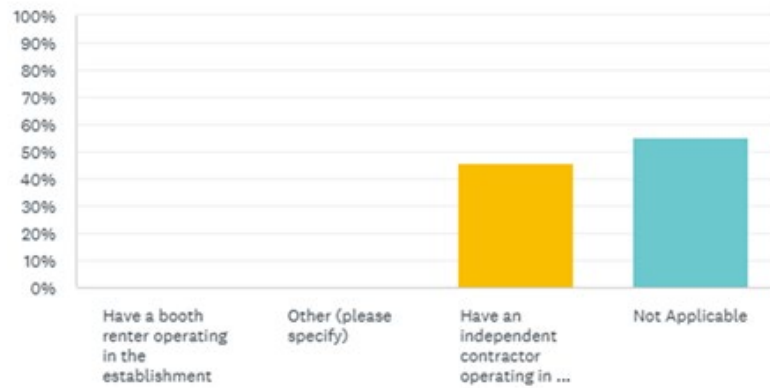
Survey Results

Establishments:

The Board continues to collect information regarding the type of workers within establishments. 45% of respondents report having independent contractors. This is slightly lower than last quarter's responses of 49% reporting having independent contractors. The other 55% of respondents report that these categories of employment as not applicable to their establishments.

Please mark all that are applicable to your establishment

Answered: 309 Skipped: 5



ANSWER CHOICES	RESPONSES
Have a booth renter operating in the establishment	0.00% 0
Other (please specify)	Responses 0.00% 0
Have an independent contractor operating in the establishment	45.63% 141
Not Applicable	55.34% 171
Total Respondents: 309	

Independent Licensees:

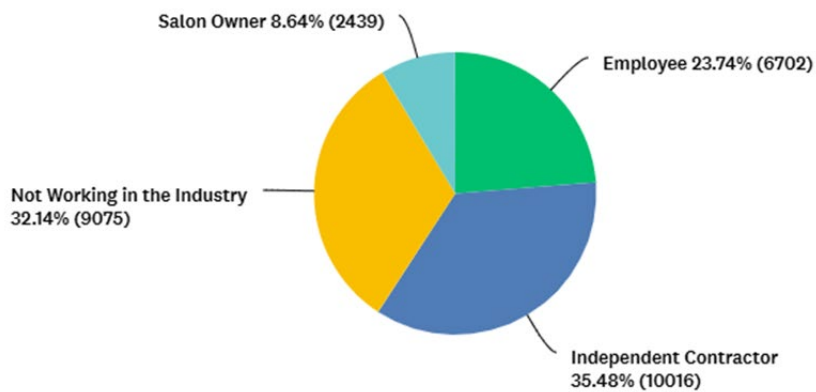
The Board received 28,232 responses to the survey of independent licensee renewals during the October through December 2024 time period. An analysis of the recent quarter’s data shows that employment status responses are as follows: 23.74% of the licensees identify as employees, 35.48% as independent contractors, 8.64% salon owners, and 32.14% are not working in the industry.

When looking at licensees working in California who identify as having full-time versus part-time employment, no significant difference in the type of employment can be identified. Licensees who report working full-time make up 30.68% of licensees, licensees who report working part-time make up 31.25% of licensees, and 30.23% of respondents are not working in the industry.

Of those licensees working full-time, 41.37% are independent contractors, 37.40% are employees, and 20.52% are salon owners. Of those licensees reporting working part-time 61.77% are independent contractors, 28.86% are employees, and 6.02% are salon owners.

Please indicate your Employment Identification

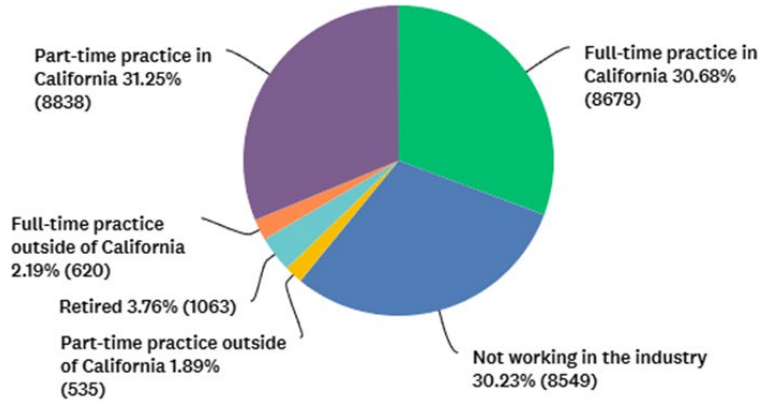
Answered: 28,232 Skipped: 185



ANSWER CHOICES	RESPONSES
Employee	23.74% 6,702
Independent Contractor	35.48% 10,016
Not Working in the Industry	32.14% 9,075
Salon Owner	8.64% 2,439
TOTAL	28,232

Please Indicate Employment Status

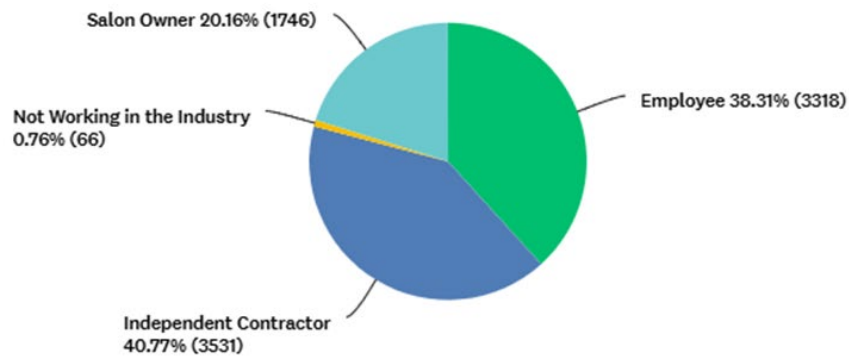
Answered: 28,283 Skipped: 134



ANSWER CHOICES	RESPONSES	
Full-time practice in California	30.68%	8,678
Not working in the industry	30.23%	8,549
Part-time practice outside of California	1.89%	535
Retired	3.76%	1,063
Full-time practice outside of California	2.19%	620
Part-time practice in California	31.25%	8,838
TOTAL		28,283

Analysis of Licensees Identified as Full-Time

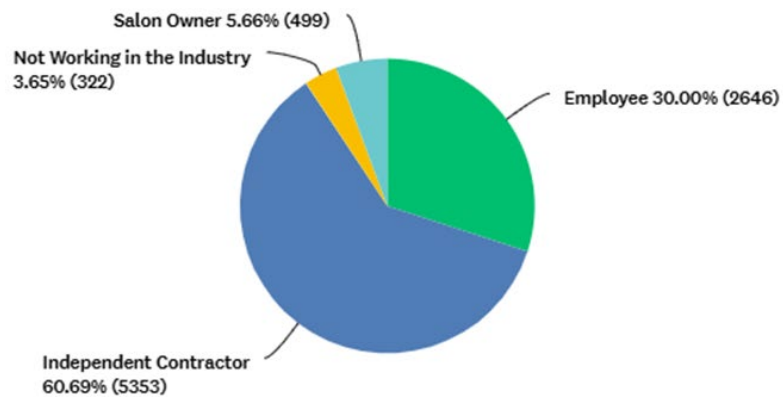
Answered: 8,661 Skipped: 17



ANSWER CHOICES	RESPONSES	
Employee	38.31%	3,318
Independent Contractor	40.77%	3,531
Not Working in the Industry	0.76%	66
Salon Owner	20.16%	1,746
TOTAL		8,661

Analysis of Licensees Identified as Part-Time

Answered: 8,820 Skipped: 18



ANSWER CHOICES	RESPONSES	
Employee	30.00%	2,646
Independent Contractor	60.69%	5,353
Not Working in the Industry	3.65%	322
Salon Owner	5.66%	499
TOTAL		8,820

Disciplinary Review Committee

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
3	0

Disciplinary Review Committee Appeals

Compared to the previous quarter, for the North, the number of appeals received has increased by 82% and the amount pending has increased by 63%. Compared to the previous quarter, for the South, the number of appeals received has increased by 19% and the amount of pending has increased by 75%. We will be hearing 143 cases during the February 3rd, 2025 DRC hearings.

Disciplinary Review Committee Appeals Fiscal Year 24/25

Northern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	0	0			0
Received	22	40			62
Pending ¹	56	91			91 ²

Southern	Jul - Sep	Oct - Dec	Jan - Mar	Apr - Jun	YTD
Heard	57	0			57
Received	88	105			193
Pending ¹	114	199			199 ²

¹Pending refers to the number of appeals received but not yet heard by DRC.

²Figure represents number of pending requests as of report date 12/31/2024.

The table below shows the number of pending appeals as of 12/31/2024.

Pending	South	North
Pending	199	91



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 P.O. Box 944226, Sacramento, CA 94244-2260
 Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
 Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	February 10, 2025
TO	Board of Barbering and Cosmetology
FROM	Addison Beach, Enforcement Manager Denise Murata, Enforcement Manager
SUBJECT	Enforcement Report

Staffing Update

Current Number of Positions Allocated	Current Number of Vacant Positions
20.5	1

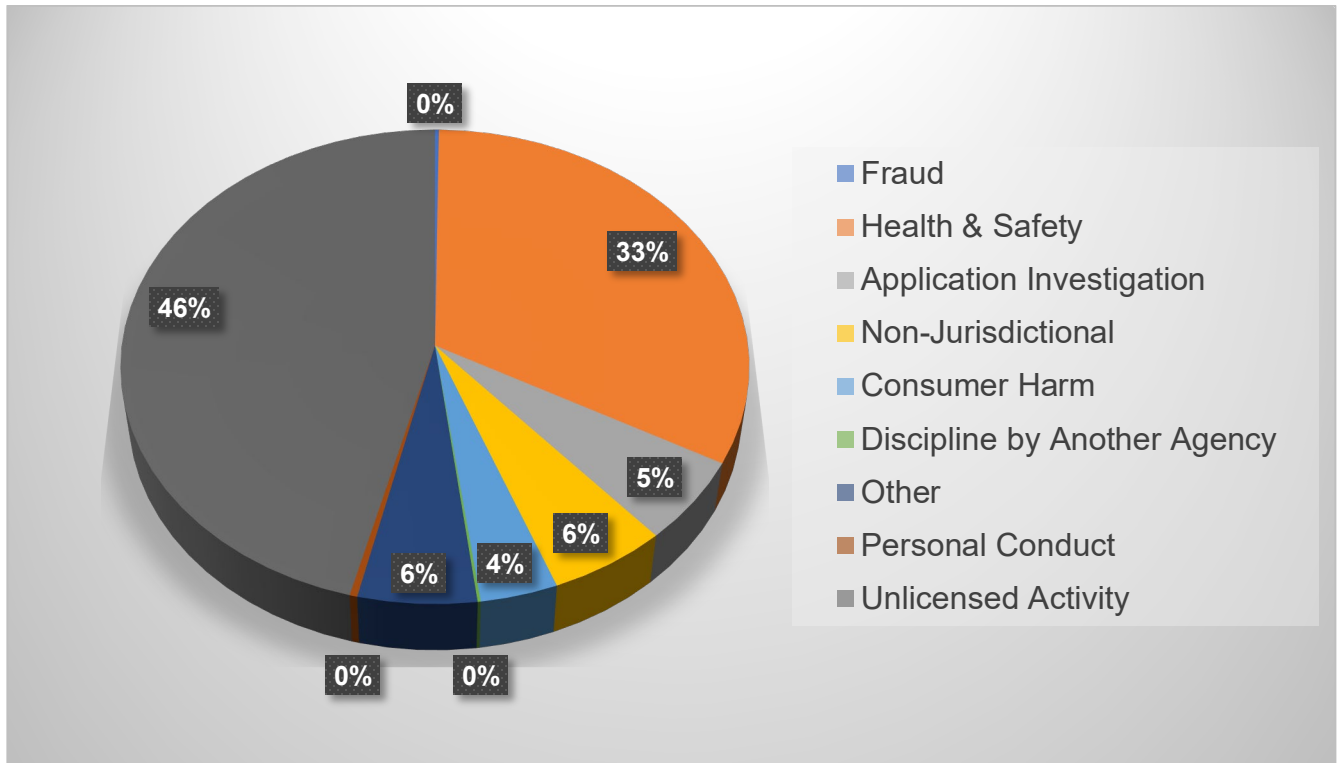
The Enforcement Unit is recruiting for 1 vacant Complaint Analyst position and an Enforcement Chief position.

Complaint Intake

The Board received 1,314 complaints for the second quarter of FY 24/25. This was an decrease of thirteen percent from the previous quarter where 1,512 complaints were received. The Enforcement Division has received a total of 2,826 complaints for the first half of the fiscal year.

COMPLAINTS RECEIVED				
FY 2024/25				
Jul-Sept	Oct-Dec	Jan- Mar	Apr-Jun	YTD
1,512	1,314			2,826

Complaints Received by Complaint Type – October 1, 2024 through December 31, 2024



Attorney General's Office

The Board referred 37 cases to the Attorney General's Office in the second quarter of FY 2024/25. This is a 33% decrease from the previous quarter, where 55 cases were referred to the Attorney General's Office. Additionally, the Board referred 2 cases for subsequent discipline in the second quarter of FY 2024/25. The Board currently has 130 cases at the Attorney General's Office.

Probation

PROBATION CASES				
FY 2024/25				
	Jul-Sept	Oct-Dec	Jan- Mar	Apr-Jun
Active Cases	57	62		
Tolled Cases	27	25		
Subsequent Discipline	19	17		
Immediate Suspension	3	3		
Reinstatements	3	3		
Total Cases	109	110		

Enforcement Statistics

COMPLAINTS							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Complaints Received	5,153	5,624	1,512	1,314			2,826
Referred to DOI	59	36	1	7			8
Complaints Closed	4,052	6,741	1,147	1,128			2,275
Total Complaints Pending	2,502	1,447	1,309	1,305			1,305
Average Days to Close (Quarterly)	127	141	135	124			130

APPLICATION INVESTIGATIONS							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Received	20	4	1	5			6
Pending	54	1	3	7			7
Closed	15	8	1	3			4

ATTORNEY GENERAL							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Referred	74	83	55	37			92
Accusations Filed	43	51	22	35			57
Statement of Issues Filed	4	4	2	0			2
Total Pending Cases	73	89	111	130			130

DISCIPLINARY PROCESS							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Proposed Decisions	3	4	3	3			6
Default Decision	5	22	4	2			6
Stipulation	11	14	5	9			14

DISCIPLINARY OUTCOMES							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Revocation	8	25	4	3			7
Revoke, Stay, Probation	5	2	1	2			3
Revoke, Stay, Suspend/Prob	5	8	3	8			11
Revocation, Stay w/ Suspend	0	0	0	0			0
Probation Only	1	1	0	0			0
Suspension Only	0	0	0	0			0
Suspension & Probation	0	0	0	0			0
Suspension, Stay, Probation	0	0	0	0			0
Surrender of License	2	3	1	1			2
Public Reprimands	0	1	0	0			0
License Denied	0	1	0	0			0
Other	2	0	1	0			1
Total	23	41	10	14			24

PROBATION							
	FY 2022/23	FY 2023/24	FY 2024/25				
	YTD	YTD	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	YTD
Active	97	58	57	62			62



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MEMORANDUM

DATE	February 10, 2025
TO	Board of Barbering and Cosmetology
FROM	Tiffany Moore, Cite and Fine, Inspections Manager Jennifer Porcalla, Cite and Fine, Inspections Manager
SUBJECT	Schools, Inspections, and Cite and Fine Report

Staffing Update

	Inspections Unit	Cite & Fine Unit
Current Number of Positions Allocated	21	12
Current Number of Vacant Positions	1	4

The Cite and Fine/Inspections Unit is currently recruiting for one inspector position in Northern California, one Program Technician II position, two Citation Analyst’s positions (one permanent and one limited term), and a limited term Cite and Fine/Inspections Manager.

Schools

The Board currently has 269 approved schools and 17 open school cases. In quarter two of FY 2024/25 the Board received 41 school complaints.

Externs

The chart below indicates how many schools are participating in the extern program and how many establishments externs are working in.

Extern Programs						
	2020	2021	2022	2023	2024	Total
Number of Schools	12	10	13	16	14	65
Number of Establishments	56	74	62	94	54	340

Inspections and Citations Statistics

CITATIONS							
	FY 2022/23	FY 2023/24	FY2024/25				
	YTD	YTD	Jul- Sept	Oct- Dec	Jan- Mar	Apr- Jun	YTD
Establishments	3,646	3,173	1,491	1152			2,643
Barber	355	319	182	122			304
Barber Apprentice	71	48	49	25			74
Cosmetologist	751	602	311	232			543
Cosmetologist Apprentice	29	14	9	8			17
Electrologist	1	1	0	0			0
Electrologist Apprentice	0	0	0	0			0
Manicurist	719	512	276	253			529
Esthetician	139	123	52	45			97
Hairstylist	0	0	0	0			0
Unlicensed Est.	364	224	66	51			117
Unlicensed Individual	299	277	119	117			236
Total	6,374	5,293	2,555	2,005			4,560

INSPECTIONS							
	FY 2022/23	FY 2023/24	FY2024/25				
	YTD	YTD	Jul- Sept	*Oct- Dec	Jan- Mar	Apr- Jun	YTD
Establishments with violations	4,868	6,263	1,437	428			1,576
Establishments without violations	1,211	1,740	360	111			364
Total	6,079	8,003	1,797	539			1,940

*Inspections updated through October 2024.

Inspections

FY 2024/25	July	Aug	Sep	Oct*	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD
Out of Business	153	138	169	143									603
Closed on Call	283	176	149	206									814
Total Issued	436	314	318	349									1,417

*Inspections updated through October 2024.

Citations

The Cite and Fine Unit is at a 49-day turnaround time frame from when an inspection is completed to when the citation is mailed out to the establishment or licensee. This is 19 days less than last quarter which was a 68-day turnaround time frame.

FY 24-25	July 24	Aug 24	Sept 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	April 25	May 25	June 25
Number of Inspectors	18	17	16	16	16	18						
Number of Inspections	1,008	827	779	840	636	619						
Number of Citation Analysts	3	3	3	3	2	2						
Inspection reports processed												
Closed on Call	252	102	519	305	223	104						
Out of Business	73	137	303	259	257	103						
No Violation	152	131	61	376	77	21						
Citations Issued	760	1,046	787	710	699	979						
Total Processed	1,237	1,416	1,670	1,650	1,256	1,207						
Number of Days to process Citations	101	76	68	71	70	49						

Request For Payment Notices

BBC is actively sending request for payment notices to establishments and individuals that have outstanding fines. First request for payment notices is sent approximately 30 days after the fine was due. Second request for payment notices are sent approximately 30 days after the first notice. Third request for payment notices are sent via certified mail approximately 30 days after the second notice. Citations for licensees that have not paid their fine in full after the third request for payment notice are sent to the Franchise Tax Board. Citations for unlicensed individuals that have not paid their fine in full after the third request for payment notice, are referred to a collection agency.

REQUEST FOR PAYMENT NOTICES SENT - FY 2024-2025					
	July-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Total
Request for Payment Notice 1	405	662			1,067
Request for Payment Notice 2	239	475			714
Request for Payment Notice 3	276	303			579
Referred to Collections*	0	237			237
Referred to FTB	491	358			849
Grand Total	1,411	2,035			3,446

*BBC contracted with Cedar Financial (debt collection agency) to collect outstanding fees, fines, and cost recovery from unlicensed respondents, corporations, partnerships, and LLCs. The first batch of outstanding accounts were referred to Cedar Financial on October 28, 2024.

Payment Plans

Per B&P 7408.1 and CCR 974.3 the Board may enter a payment plan for citations with administrative fines that exceed five hundred dollars (\$500.00). The average fine amount for quarter 2 of fiscal year 24-25 is \$1,371.32.

Payment Plans – FY 2024-2025					
	July-September	October - December	January – March	April – June	Total
Payment Plan Requested	47	63			
Payment Plan Developed	16	33			
Paid in Full	1	7			
Payment Plan Cancelled	3	8			
Total Pending Payment Plans	45	68			
Initial Fine Amount Total	\$64,300.00	\$93,250.00			
Total Amount Paid	\$25,905.83	\$33,177.65			
Current Total Balance	\$38,394.17	\$60,072.35			



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Outreach Update

Outreach Events

- Premiere Anaheim Beauty Show February 23-24, 2025. Anaheim, CA

Listservs

- October 18, 2024, the Board emailed Manicurists and Establishment Owners notifying them of AB 5 information.
- October 24, 2024, the Board emailed Interested Parties regarding the November 4, 2024 Board Meeting.
- October 31, 2024, the Board emailed Interested Parties regarding the November 4, 2024 Board Meeting's ammended agenda.
- October 31, 2024, the Board emailed Cosmetologists and Estheticians reminding them invasive procedures are prohibited. If there are questions, they can refer to the Board's Health and Safety Regulations and Scope of Practice.
- January 24, 2025, the Board emailed Interested Partieis regarding the February 10, 2025 Board Meeting.

Social Media

Since the last Board Meeting, the Board has been focusing on posting more information for licensees, consumers, and applicants. The Board's Vietnamese Facebook currently has 246 followers, Facebook has 23,000 followers, Instagram has 13,500 followers, and X has 908 followers. On December 23, 2024, the Board posted a video to the Vietnamese Facebook page sharing information about AB5 to our licensees. The Board has posted 19 different topics since the last Board Meeting which include but are not limited to topics such as licensee scope of practice, health and safety, self-inspections, and invasive procedures.

Please see the information below to view the Board's social media accounts!

- [Vietnamese Facebook](#) - Hội Đồng Cắt Tóc và Thẩm Mỹ - California
- [Facebook](#) – California State Board of Barbering and Cosmetology
- [Instagram](#) - @cabarbercosmo
- [X](#) (Twitter) – @ca_bbc



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	Strategic Plan Update

The Board continues to work on the goals and objectives identified in the 2022-2027 Strategic Plan. Between November 2024 and January 2025, the Board has participated in the following goal related activities:

- Task 4.3.3: The Mobile Inspection Application went live on November 12, 2024. Three Inspectors and one Special Investigator started using the Mobile Application at go live and 217 inspections were conducted in November and December 2024 using the new process. The remaining inspectors will be trained in stages and we expect to have all Inspectors and Special Investigators using the Mobile Application by June 30, 2025.
- Task 6.2.6: Staff are still publishing the quarterly newsletter, *The BarberCosmo Update*. The ninth issue is expected to be published in March 2025.

Note: the completed objectives were removed from the following status tracker for efficiency and conservation of resources.

Goal 2: Legislation and Regulation			
2.1	Review policies and regulations that advocate for and support consumer protection to ensure consumer safety.		
Success Measure:	Regulations and procedures are updated and current.		
Objectives/Tasks		Target Completion	CurrentStatus
2.1.3	Review and update health & safety regulations. • Regulation updates drafted. Staff working with Reg Counsel.	Q2 2025	Pending
2.1.4	Update school regulation pertaining to health & safety. • Staff reviewing schools and externships language.	Q2 2025	Pending
2.3	Implement Senate Bill 803 with thoroughly vetted regulations to remain in compliance with the law and support the industry.		
Success Measure:	Regulations are adopted; Hair Stylist and Pre-Apprentice licenses implemented.		
Objectives/Tasks		Target Completion	CurrentStatus
2.3.3	Develop and implement pre-apprentice training. • Development of course completed. Staff working on regulation package.	Q3 2025	Pending
2.5	Develop regulation packages for on-going regulations that affect the industry to provide clarity on state statutes.		
Success Measure:	Updated regulations filed with OAL.		
Objectives/Tasks		Target Completion	CurrentStatus
2.5.3	Depending on board response, pursue a regulation package.	Q1 2025	Pending
Goal 4: Inspections			
4.3	Increase technology for inspections to streamline the process for inspectors and licensees.		
Success Measure:	Mobile inspection process available to inspectors.		
Objectives/Tasks		Target Completion	CurrentStatus
4.3.3	Work with vendor on configuration and implementation. • Application live and being slowly rolled out to inspectors and Special Investigators.	Q2 2025	Pending
4.3.4	Develop training materials for inspectors.	Q1 2025	Pending
Goal 5: Enforcement			

5.2	Collaborate with the Bureau of Private Post-Secondary Education (BPPE) to conduct quality school investigations, to improve the qualifications of applicants and consumer protection.		
Success Measure:	Joint inspections held.		
Objectives/Tasks		Target Completion	CurrentStatus
5.2.2	Schedule and conduct joint inspections of schools.	Q2 2025 and Ongoing	On Hold
5.3	Investigate unlicensed activity in licensed and unlicensed locations (including phone application/web-based on-demand services) to increase consumer protection.		
Success Measure:	Procedures have been updated and implemented.		
Objectives/Tasks		Target Completion	CurrentStatus
5.3.2	Create and update procedures for forwarding cases to DOI for investigation. • Met with DCA's Division of Investigation January 2023. Updating procedures.	Q1 2023 and Ongoing	Pending
5.4	Explore and collaborate with industry booking platforms to require license verification to enhance consumer protection.		
Success Measure:	Met with at least one booking platform contact.		
Objectives/Tasks		Target Completion	CurrentStatus
5.4.3	Develop standardized language for contacting booking platforms.	Q1 2025	Pending
5.4.4	Attempt to hold meetings with booking platforms contact person.	Q1 2025	Pending
5.4.5	Present request for booking platforms to require license.	Q1 2025	Pending
5.5	Review probationary process and existing remedial education information to ensure remedial education procedure and communication is clear.		
Success Measure:	Report delivered to the Board.		
Objectives/Tasks		Target Completion	CurrentStatus
5.5.3	Review probationary process.	Q1 2025	Pending
5.5.4	Develop and update to the Board.	Q2 2025	Pending
5.6	Develop remedial education material to assist in probationer compliance.		
Success Measure:	Recommendation made to the Board.		

Objectives/Tasks		Target Completion	CurrentStatus
5.6.1	Review existing remedial education requirements.	Q1 2025	Pending
5.6.2	Develop materials to present to the Board.	Q2 2025	Pending
5.6.3	Make recommendation to the Board on new remedial education program for probationers.	Q3 2025	Pending
Goal 6: Outreach			
6.4	Solicit feedback from licensees on a more continuous basis to engage with licensees.		
Success Measure:	Feedback has been received; increased survey responses.		
Objectives/Tasks		Target Completion	CurrentStatus
6.4.1	Continue sending postcard surveys after inspections done and re-examine questions. • Reviewing and updating the postcard survey questions.	Q1 2023 and Ongoing	Pending
6.4.3	Identify topics of interest. • Created a SurveyMonkey link for the public to complete after their interactions with the Board by email. Also exploring the option of an automated phone survey and sending surveys by mail or posting a link to the website.	Q2 2023 and Ongoing	Pending
6.4.5	Explore offering a rating of how phone calls went (CIC or Admin).	Q2 2025 and Ongoing	Pending
6.4.6	Request feedback about program area effectiveness.	Q2 2025 and Ongoing	Pending
6.4.8	Conduct a post-town hall survey on the topic addressed, desire for future events.	Q2 2025 and Ongoing	Pending
6.7	Explore within the outreach committee to create Board-specific outreach/media to expand access of information to the public and licensees.		
Success Measure:	Outreach plan has been developed and implemented.		
Objectives/Tasks		Target Completion	CurrentStatus
6.7.4	Re-evaluate outreach plan annually.	Q1 2025 and Ongoing	Pending

Agenda Item

No. 11

*Please see virtual
attachment.*



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
 DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
 P.O. Box 944226, Sacramento, CA 94244-2260
 Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
 Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Carrie Harris, Deputy Executive Officer
SUBJECT	Review and Discussion of Mobile Inspection Program

The Board worked on a joint project with the Veterinary Medical Board, DCA, and the Department of Technology to implement a mobile inspection program. DCA received a grant from the Department of Technology to fund the implementation of the program.

The program eliminates....

- Paper inspection reports
- The creation of photologs
- Mailing inspection reports to the office
- Counting, scanning, and saving inspection reports

We are pleased to announce that the mobile inspection program went live on November 12, 2024. We started the program with three inspectors and a special investigator. In November and December 2024, 217 inspections were conducted using this application. We will be transitioning the remaining inspectors and special investigators to the mobile application in three phases, and everyone will be using the application by June 30, 2025.

The new process allows the analysts to request complaint related inspections from BreZE and the inspectors receive the establishment information on their iPad. The inspector initiates the inspection in the application at the start of their inspection. Inspection results are emailed to the licensee and updated in BreZE at the completion of the inspection.



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MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	New Issues for the Sunset Report

Background

The Board will be preparing their Sunset Report with a final approval anticipated at the end of 2025. Part of every report is a section for New Issues. This section is the Board's opportunity to inform the Business and Profession Committees with solutions to issues identified by the Board or address prior issues not addressed in the last sunset review.

Prior Sunset Report Issues

The following table displays issues that were included in the Board's Responses to the last Sunset Report and their status. These were submitted to the Legislature on April 26, 2021.

Board Composition	Resolved: Legislative change was made to ensure the Board has a licensee from each category as a board member.
Regulation Process/Legal Regulations Unit	Resolved: The process continues to be longer than prior to the establishment of the regulation unit, but may be more effective.
Personnel Flexibility	Resolved: Legislative change was made to allow more flexibility in hiring enforcement staff. As a result, the Board now has three special investigators who handle higher complex cases.
Medical Practice	Resolved: Legislative change allowed for stronger language to combat the practice of medicine in the industry.
School Oversight	Not Resolved
AB5	Partially Resolved
Scope of Practice	Resolved: Legislative change updated the scope of practice for an esthetician.
Exams	Resolved
Endorsement	Resolved but needs clean up
Apprenticeship	Not Resolved
Personal Service Permit	Resolved: The PSP has been fully implemented.

Mobile Units	Resolved: Legislative language updated the out-of-date requirement to operate a mobile unit.
Citations	Not Resolved but In Process
Licensee in Charge	Not Resolved
Mandatory Inspection for New Establishments	Resolved: Legislative change removed the requirement for an initial inspection to be done within 90 days of opening.

Discussion

The following six issues were unresolved from the prior sunset review and staff recommend including each of them in the current sunset report.

Issue #1: School Oversight

The Board continues to struggle with the oversight of schools. The Board receives applications for new schools, change of ownerships, change of locations, etc. The Board also provides schools with quarterly reports for the student’s pass/fail rates as this is needed for their accreditation companies. The Board also conducts inspections of schools to ensure that the health and safety laws and regulations are being followed as well as investigates complaints against schools. The Board does not have the authority to recover any of its costs for this workload. Schools do not pay any fees to the Board.

The Board shares oversight of schools with the Bureau for Private Postsecondary Education (BPPE). The BPPE fee schedule is as follows:

New School (Non-Accredited):	\$5,000
New School (Accredited):	\$750
Renewal (Non-Accredited):	\$3,500
Change of Ownership (Non-Accredited):	\$500
Change of Ownership (Accredited)	\$250
Change of Name (Non-Accredited):	\$500
Change of Name (Accredited)	\$250

Business and Professions Code section 7313 requires the Board to provide the BPPE with a copy of any Notice of Violation that is issued to a school, however, the BPPE does not have the same requirement. Therefore, the Board is unaware of any actions taken by the BPPE on schools.

In addition, with recent concerns emerging from the apprentice program, the board has found numerous unlicensed schools but we do not have the authority to cite for this unlicensed practice. Many of these schools are charging \$2,499 per content area believing that this exempts them from the BPPE’s oversight, however, many of these schools are “stacking” their programs. For example: \$2,499 for hair cutting, \$1,000 for hair coloring, \$500 for skin care, leading to a total cost of thousands of dollars. In addition, we have found they are misleading the students into believing that they can complete these courses and then become licensed.

Recommendation:

- The Board should have the authority to charge schools a fee for the work that is conducted.
- The BPPE should be required by statute to share inspection and formal actions with the Board.
- The Board should have cite and fine authority over unlicensed schools regardless of the cost of the program.

Issue #2: Impact of AB5

During the last sunset review the Board was asked: what are the remaining implications for BBC licensees in light of the passage of AB5. At the time of the last sunset report, AB 5 was fairly new. AB5 provided an exemption for all Board licensees except manicuring. The exemption for manicuring ends on January 1, 2025. Any efforts to maintain the exemption have failed in the legislature. Although this is a labor issue and impacts only the labor law, the Board has received numerous questions and has therefore provided as much information as possible to manicurists.

On November 4, 2024 the Board established a policy statement affirming that the right of all license types to choose their worker classification.

Recommendation:

- The Board should include the policy position in its sunset report.

Issue #3: Endorsement

During the last sunset, legislative changes were made to allow for a license-to-license process. An individual that has a valid license in another state can obtain a license in California. Since the last sunset, an issue has been discovered where the license-to-license has a potential to encourage fraud. Unfortunately, other states may not verify that an applicant took and passed an examination.

Recommendation:

- Require that proof of licensure from another State be from the state where an individual actually took their exam.
- Allow the Board to establish regulations for requiring proof of examination.

Issue #4: Apprenticeship

See Apprenticeship Report under Agenda Item 11.

Issue #5: Administrative Fines

Board staff are currently working with the Enforcement Committee to review the Administrative Fine Schedule and will have a recommendation to the full Board at the May meeting.

Issue #6: Licensee in Charge

Business and Professions Code section 7348 states: *An establishment shall at all times be in the charge of a person licensed pursuant to this chapter.* In the prior sunset report, the Board recommended that this section be amended and that clarify that a licensee in charge must only be present when any of the Board's regulated services are offered, and that an establishment owner can be a licensee in charge.

Recommendation:

Recommend the same language as provided in the prior sunset which states:

An establishment shall be at all times that barbering, cosmetology, esthetics, manicuring, Electrology and/or hair styling services are being performed be in the charge of a person licensed pursuant to this chapter except an apprentice. A person licensed pursuant to this chapter means an individual who holds a cosmetologist, barber, esthetician, electrologist, hair stylist or establishment license.

New Issues

The following are new issues to be considered in the sunset report.

Limited Liability Companies

Many establishments operate in California as Limited Liability Companies (LLC). It was brought to the Board's attention that language is needed to clarify that an establishment can be an LLC.

Recommendation:

Staff recommend that the Board ask for an amendment to section 7347 of the Business and Professions Code to state:

(a) Any person, firm, limited liability company or corporation desiring to operate an establishment shall make an application to the board for a license accompanied by the fee prescribed by this chapter.



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	<p>Discussion and Possible Action Regarding Rulemaking Proposals:</p> <ul style="list-style-type: none"> a) Update Regarding Rulemaking to Amend Title 16, California Code of Regulations (CCR) section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications) b) Update Regarding Rulemaking to Amend Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship) c) 1. Discussion and Possible Action to Consider Comments Received During the 45-Day Comment Period and Proposed Responses Thereto for the Board’s Rulemaking to Amend Title 16, CCR section 917 (Pre-Apprentice Training) 2. Discussion and Consideration of Proposed Regulation to Amend Title 16, CCR section 917 (Pre-Apprentice Training) d) Update Regarding Rulemaking to Amend Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs) e) Update Regarding Rulemaking to Amend Title 16, CCR section 977 et seq. (Health and Safety) f) Discussion and Possible Action to Consider Changes to Previously Proposed Text and Reauthorization of Initiation of a Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams) g) Update Regarding Rulemaking to Amend Title 16, CCR section 972 (Disciplinary Guidelines) h) Update Regarding Rulemaking to Adopt Title 16, CCR section 974.4 (SB 384: Remedial Education Program) i) Update Regarding Rulemaking to Amend Title 16, CCR Section 998 (Hairstylist Licensing Fee)

This memorandum provides a general update and possible action items for the Board’s pending regulations listed under Agenda Item 14, paragraph numbers a) through e), and g) through i). Agenda item 14.f) will be addressed by a separate memorandum.

The following initial regulation packages are being prepared/updated by Staff:

- Title 16, CCR section 911 (License by Endorsement (Reciprocity), Application and Out of State License Certifications)
- Title 16, CCR section 972 (Disciplinary Guidelines)

- Title 16, CCR section 974.4 (SB 384: Remedial Education Program)
- Title 16, CCR Section 998 (Hairstylist Licensing Fee)

The following initial regulation proposals are pending further development:

- Title 16, CCR sections 913, 913.1, 914.1, 914.2, 915, 917, 918, 918.1, 919, 919.1, 920, 921, 921.1, 921.2, 922, 924, 924.1, 925, 926, 927 (Apprenticeship)
- Title 16, CCR sections 940, 941, 950.10, 950.12, 962, 962.1, 962.2 (Schools and Externs)
- Title 16, CCR section 977 et seq. (Health and Safety)

The following regulation proposal received comments during the 45-day comment period (Agenda Item 14.c.):

- Title 16, CCR section 917 (Pre-Apprentice Training)

1. Discussion and Possible Action to Consider Comments Received During the 45-Day Comment Period and Proposed Responses Thereto for the Board's Rulemaking to Amend Title 16, CCR section 917

The proposal set forth in **Attachment 2** would enact regulatory changes to address problems noted in the Board's 2018 Sunset Report that have existed for those students attempting to obtain the required pre-apprentice training at schools and to allow the Board to provide its own online training program to students free of charge. The proposed amendments and additions to Section 917 specify the minimum hours of pre-apprentice training (2 hours), the timeframe in which the applicant for licensure as an apprentice shall complete the training, what topics the training will cover, how the applicant shall register and complete the training with the Board, how the Board will administer the training, and what the applicant will be provided with upon completion of the training program.

The Board approved the proposed regulatory language in **Attachment 2** on February 26, 2024, and the rulemaking package was filed with the Office of Administrative Law on October 17, 2024. The public comment period began on November 1, 2024 and ended on December 16, 2024. The Board received comments from 69 individuals/organizations during the 45-day comment period. 48 comments were received in Spanish via student surveys and translated by the Board's staff into English to facilitate review and consideration by the Board and other members of the public not fluent in Spanish (see **Attachment 3**). Staff has prepared the attached summary of the written comments received and included proposed responses for the Board to review and possibly approve in **Attachment 3**. All written comments received are also attached for your review in **Attachment 1**.

The members should review the comments and staff's recommended responses provided in the meeting materials and consider whether to accept or reject any of these comments and whether to approve the proposed responses suggested by staff.

Action Needed: After review of the attached comments and proposed responses to the comments, the Board may consider any of the following actions:

Option No. 1 (If the members agree with the staff recommended responses):

Direct staff to proceed as recommended to reject comments as specified and provide the responses to the comments as indicated in the meeting materials.

Option No. 2 (If the members have any edits to the recommended responses or disagree with staff and wish to accept any comments or make any other changes to its responses):

Direct staff to accept the following comments and make the following edits to the text: [identify comments to accept and text to change here], but otherwise proceed as recommended to reject comments as specified and provide the responses to the comments as indicated in the meeting materials.

2. Discussion and Consideration of Proposed Regulation to Amend Title 16, CCR section 917 (Pre-Apprentice Training)

BACKGROUND

The proposed regulatory language in **Attachment 2**, which the Board approved on February 26, 2024, sets forth the minimum requirements for the required pre-apprentice training administered by the Board. The proposed text and accompanying rulemaking documents were prepared, posted and opened for public comments beginning on November 1, 2024. Responses to comments are addressed as noted above. The text of the proposed language, Notice of Proposed Action (Notice) and the Initial Statement of Reasons (ISOR) that explain the purpose and necessity for these changes can be found here: https://www.barbercosmo.ca.gov/laws_regs/prop_regs.shtml

RECOMMENDATIONS:

If the Board rejects the previously discussed comments in Agenda Item 14.c.1. and makes no further changes to the proposed text, staff recommends the Board consider the following motion to complete the rulemaking process and adopt the proposed text:

Motion A (If there are no changes to the proposed text by members):

I move to direct staff to take all steps necessary to complete the rulemaking process including the filing of the final rulemaking package with the Office of Administrative Law, authorize the Executive Officer to make any non-substantive changes to the proposed regulation and the rulemaking documents, and adopt the proposed regulations as noticed for 16 CCR section 917 as set forth in **Attachment 2**.

If the Board accepts any comments or would like to make further changes to the text, staff recommends the following motion:

Motion B (If there are changes to the proposed text by members at this meeting):

I move to approve the text in **Attachment 2** with the following modifications (describe amendments here) and direct staff to take all steps necessary to complete the rulemaking process, including sending out the modified text as approved at this meeting for an

additional 15-day comment period. If after the 15-day public comment period, no adverse comments are received, authorize the Executive Officer to make any non-substantive changes to the proposed regulation, and adopt the proposed regulations as described in the noticed modified text for Title 16 CCR section 917.

Attachments:

1. Written Comments Received During the Public Comment Period on Originally Proposed Regulatory Language for 16 CCR section 917
2. Originally Proposed Regulatory Language for 16 CCR section 917 (Noticed to the Public)
3. Summary of, and Responses to, Comments Received During the 45-day Comment Period on the Originally Proposed Regulatory Language

From: [Toni Gama](#)
To: Huetter, Jennifer@DCA
Subject: Comments RE: 39 hour Pre-Apprentice Classes
Date: Wednesday, November 13, 2024 6:55:05 PM

This Message Is From an Untrusted Sender

Warning: This email originated from outside of the organization! Do not click links, open attachments, or reply, unless you recognize the sender's email.

[Report Suspicious](#)

TO: WHOM IT MAY CONCERN

FROM: Toni Gama
San Diego Cosmetology Apprenticeship Committee (SDCAC #08711)

RE: Comments in regards to eliminating 39-hour Pre-Apprentice Training

There are many concerns regarding eliminating a 39-hour (in-person) Pre-Apprentice Training Course. Here are a few concerns I would like to share with you.

First of all, a potential apprentice needs an Orientation just to explain the details of apprenticeship, its components (OTJ and RSI) and regulations. Apprentices should understand the involvement of the sponsors, employers and trainers. They should know about the state agencies overseeing the program and their responsibilities. In short, potential apprentices must be fully informed on this 2-year commitment and how it works.

The majority of individuals who contact me, both salon owners and potential apprentices, tell me that the apprenticeship information on the BBC website is confusing. I explain it in a manner so it makes sense to everyone and then answer any questions individuals have. Additionally in our class, there is an introduction to the necessary paperwork and applications for both BBC and DAS. Without detailed explanations it would be confusing, as well.

Part of basic "patron" ((client) protection is safety. We are not just talking about draping and throwing single-use items in the trash. How can apprentices understand safety without physically holding and manipulating a pair of shears and a razor in the appropriate (basic) manner. How do you palm tools for protection and manipulate multiple tools together? (i.e. combs, control tools, water bottle, etc.) There are important details just to show them how not to cut themselves or the client. And we do outline the proper first aid procedures and blood exposure guidelines.

I cover details on the use of chemical safety through simulation. Apprentices learn how to protect the client, the client's skin, as well as their own eyes, skin, etc. Apprentices are instructed how to handle chemicals safely, chemical disposal methods, how and when to use personal protective equipment and how to apply different chemicals in a safe manner.

I teach proper handwashing procedures and they then actually practice doing so. We teach proper disinfection procedures, disinfectant mixing protocols and then each actually performs a disinfection procedure on multi-use tools. Apprentices gain knowledge on clean and soiled tools and how to store properly before and after the disinfection procedure. Apprentices learn

information on salon work area setup and how to keep everything in the appropriate sanitary conditions before, during and after each service.

The details of Barbering and Cosmetology Regulations in Article 12. Health and Safety is an important subject. This includes more than just common violations and how to prevent them. These details stemming from Article 12 must encompass an overview of Infection Control.

Also, adding in some information on licenses, establishments, posting of the consumer information message: all are relevant. Apprentices learn where each license is to be posted appropriately within the establishment. We go into license expiration and renewal dates and the differences in licensees with emphasis on scope of practice.

I cover Sexual Harassment Prevention Training by utilizing calcivilrights.ca.gov

A pre-apprentice class has to include a full workshop on Apprentice Daily Records. An apprentice must understand how to properly fill them out on a daily basis. There are to be explanations on where Apprentice Daily Records are stored in the salon and when a copy must be submitted in a timely manner to the sponsors for proper accountability, recording and auditing.

When would one explain the details of Related Supplemental Instruction (Related Training) and how the classes are scheduled, the curriculum, assignments, tests, etc?

When exactly do you expect the Health and Safety Course information to be incorporated into Apprenticeship Programs? In Related Training? We only have minimum 220 hours to cover a full cosmetology curriculum and prepare the apprentice for their state exam.

Sending an apprentice with a 2-hour certificate straight into a professional, fast-paced working salon is a recipe for failure. It is true the salon trainers are their primary educators. It is not with reality to think a salon professional can hold the hand of the apprentice for a continual amount of time. All trainers are different and exhibit professional salon techniques using their individual styles. An apprentice needs to learn some basic rules before they break them. In other words, they need to learn some very basic foundational concepts beforehand. Giving the apprentice basic (extremely basic) information creates a more confident individual when they walk into the salon for the first time.

The comments above are just some thoughts and key points on how this will negatively affect the **apprentice**.

Let's talk money: For the last 5 years, since the "cap" was set on apprenticeship, I have only charged \$2,500 (exactly \$2,499) for the Pre-Apprentice Training Course. This included a small kit, class binder, handouts and supplies at no charge. There is no charge for anything else. Any other items they need are loaned in the classroom (Pre-Apprentice or Related Training) as part of the program overhead.

The only other expenses an apprentice has is their textbooks and a \$25 application fee to BBC. We do not sell books, they are advised how to get the correct editions we utilize in the program, on their own.

I am a rule follower. It was my understanding that programs could not ever charge above the

\$2,500 amount. Did I miss the memo? If I knew this was never going to be enforced, I could have doubled my income each and every year for the last 6 years. Even though this program is small, that is a sizable amount of income I have “lost”. In addition, I have never received a salary for teaching Related Training in over 20 years. I volunteer as the instructor that portion of apprenticeship. All the funds that come from the LEA go exclusively toward the overhead of the program.

Inquiries into our program tell me (all the time) the quotes given by other apprenticeship programs. Through the years, I have come to the conclusion that I am probably one of only a handful of programs following “regulation” and not charging above the amount set in 2019.

I know regulations written on paper and composed by review boards can look very relevant at the attempt of trying to make improvements. But in the real world, they don’t always work so well.

DEC 16 2024

BBC

RECEIVED DEC 18 2024

Stephany Meyer
Approved Program Sponsor
FourM Education CBAC
310 Trousdale Dr Ste B
Chula Vista, CA 91910
info@fourmedu.com
619-869-5060

December 2, 2024

California Board of Barbering and Cosmetology

Subject: Opposition to Amending CCR 917 and Reduction of Pre-Apprenticeship Training

Dear Members of the Board of Barbering and Cosmetology,

I am writing to express my opposition to the proposed amendment to CCR 917, which seeks to significantly reduce the pre-apprenticeship training requirement from 39 hours to 2 hours. As an advocate for comprehensive education in barbering and cosmetology, I firmly believe that this reduction will adversely affect the quality of apprenticeship programs, jeopardize public safety, and undermine the professionalism of our industry.

The current framework established under SB 803, effective January 1, 2023, through B&P Code 7334(c), provides clear guidelines for delivering pre-apprenticeship training. This curriculum was designed to ensure that apprentices gain essential knowledge and skills before entering a hands-on training environment. Pre-apprenticeship training is vital for:

1. **Ensuring Public Safety:** The reduction to 2 hours inadequately prepares apprentices to meet fundamental requirements in patron protection, sanitation, and disinfection. These are critical areas that directly impact client health and safety.

2. Upholding Professional Standards: By diminishing the time spent on foundational training, the proposal risks diluting the standards of excellence and professionalism that the industry has worked hard to establish.

3. Aligning with Labor and Industry Regulations: Comprehensive pre-apprenticeship training supports compliance with Labor Code 3091, which outlines expectations for apprentice training programs under DAS oversight. Reducing training undermines this alignment and creates a gap in regulatory compliance.

When Emily Whaley was with the Board, it was emphasized that programs should continue delivering the pre-apprenticeship curriculum until Barber Cosmo had developed its own. This transition was to ensure no lapse in educational rigor or safety standards. However, the proposed reduction disregards the intention behind B&P Code 7334(c) and the guidance previously provided.

I have included surveys completed by students in our program, signed with their names, license numbers, and dates, attesting to the value and necessity of the current 39-hour pre-apprenticeship training. Their feedback underscores how this training has positively impacted their ability to perform confidently and competently.

As an institution dedicated to developing skilled professionals, I urge the Board to:

1. Maintain the 39-hour requirement for pre-apprenticeship training
2. Engage stakeholders, including program sponsors and educational leaders, in collaborative discussions to address concerns and improvements to pre-apprenticeship training.
3. Evaluate the broader implications of reducing training on public health, industry standards, and apprentice success.

The proposed reduction compromises the integrity of our profession. I respectfully request the Board to prioritize the quality of training over expediency and maintain the

existing pre-apprenticeship structure until a robust and equivalent alternative is in place.

Thank you for considering this perspective. I look forward to continuing this dialogue and working together to uphold the highest standards in our industry.

Sincerely,

Stephany Meyer
Director
FourM Education
info@fourmedu.com

NAME: Angel Andrews

LICENSE NUMBER: CB 609311

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) Because in person I get a better understanding than a video and feel more prepared.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

Learning how to work with clients, different styles of hair texture and seeing how my trainer works in a day to day barbershop career.

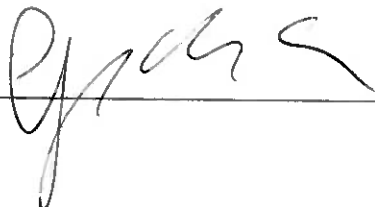
5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

The pre-apprenticeship helps with the hands on learning and actual in shop experience before getting licensed. Learning care of clients building relationships and with a trainer that can show you on the job training for day to day.

SIGNATURE: _____



11/18/24

NAME: SASHA ALVAREZ

LICENSE NUMBER: CA 754867

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work? **

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video? **

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training? **

- Yes NO B/C 2 HOURS IS NOT SUFFICIENT ENOUGH IN ORDER TO
 - No GO IN DEPTH OF THE IMPORTANCE OF CERTAIN TOPICS
- *(If no, please elaborate on why)*

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety? **

WHEN IN BETWEEN CLIENTS IT IS CRUCIAL TO UNDERSTANDING THE IMPORTANCE OF DISINFECTING & SANITATION, WHICH I LEARNED AT APPRENTICESHIP

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted? **

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

I THINK THIS PROGRAM IS CRUCIAL & THE MUCH BETTER ALTERNATIVE TO REGULAR COSMETOLOGY SCHOOL.

SIGNATURE: _____



11-18-2024

NAME: Jesse Anna

LICENSE NUMBER: pre-apprentice

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work? **

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video? **

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training? **

- Yes
- No

(If no, please elaborate on why)

The 39 hour in person training is better because it is hands on, some things you can not learn or ~~get~~ get a better understanding on unless you can ask questions.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety? **

one example would be how to properly clean all my barber tools and equipments. Another example would be if I needed help on a haircut or had any questions; i could ask my peers

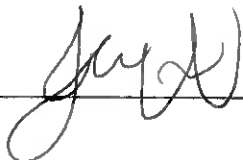
5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted? **

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

My experience as a barber apprentice has been great, I have met ~~so~~ so many new people. Have made many new connections with different people. And have learned way more because im able to be hands on.

SIGNATURE: _____



NAME: Giovanni Ceballos

LICENSE NUMBER: pre-apprentice

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) because I feel like it helps more being hands on

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

live shaving and sanitizing

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

I love this pre apprenticeship it helped me learn alot and learning how to properly Sanitize after every client

SIGNATURE: _____

Giovanni Ceballos

NAME: Ana Espinoza Gonzalez

LICENSE NUMBER: CA 754912

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) I feel that as a hands on learner. It is vital for me to have on hands practice and knowledge.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

understand real world situations if things are not done correctly.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

SIGNATURE: 

NOV. 18. 2024

NAME: SAMUEL P. FERNANDES

LICENSE NUMBER: CB 609866

1. ****How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?***

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. ****Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?***

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. ****Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?***

- Yes
- No

(If no, please elaborate on why)

4. ****Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?***

Dealing with people & their hair was very important for me to understand them & cater for their hair needs. Understood the type of products (knowledge I gained in class) was very important for my professional life

5. ****If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?***

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

My experience is very positive since I can get a real feel of what working in a barbershop is like, so I can be more secure of what I'm doing in the future

SIGNATURE: _____



11-18-24

NAME: Andres Gonzalez

LICENSE NUMBER: CB609698

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why)

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

Nothing prepares you more than hands on practice
I learned how to properly sanitize and clean tools before and after every ~~from~~ single service.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

I've learned a lot from many other barbers, which include techniques, steps, and processes. Very good hands on practices to improve my barbering career. Amazing School!!!

SIGNATURE: _____

11-18-24

NAME: Diana Lopez

LICENSE NUMBER: CA754669

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) I would loose focus faster, there are also people who are hands on learners like me.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

Opened the opportunity to branch out and has helped me figure out what I would like to specialized once being done with apprentice program. Also has taught me how to work faster with efficiency.


5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

Having 1 on 1 communication with the teacher, and has also helped branch out to meeting new people that can also give advice with their own experiences. Overall opens up new opportunities for growth.

SIGNATURE: _____



NOVEMBER 18, 2024

NAME: Fatema Mehebbi

LICENSE NUMBER: CA 755183

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) Because maybe we have question or problem in person is Better

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

No work in a salon.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

No, experience in a salon.

SIGNATURE: 

11/18/24

NAME: David Ortega

LICENSE NUMBER: CB 609629

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why)

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

I know the "blood exposure" procedure.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

Fairly simple experience in the pre-apprenticeship.

SIGNATURE: David Ortega

11-19-24

NAME: Valeria Perca

LICENSE NUMBER: CA 755 390

1. ****How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?***

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. ****Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?***

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. ****Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?***

- Yes
- No

(If no, please elaborate on why)

4. ****Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?***

- It has helped me not burn hair
- What products/Brands are good and healthy
- How to treat customers

5. ****If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?***

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

It's helping me to learn more communication skills. As well as being quick and clean. And how to manage my time.

SIGNATURE: _____



11-18-24

NAME: Susana Pompa Mejia

LICENSE NUMBER: CA755274

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why)

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

Yes, I had a fr that came in for a hair color and I had to say no to her, because her hair was damaged from current hair dye. I have heard that something you have to say no, that was safety for her and me. Don't want her hair falling out or anything happening

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

• Being here has helped me learn a lot of things for the salon I am in. Also this school gives us the opportunity to work in a salon, so when we get our license we know how working in a salon is or if later on we want to manage our own salon.

SIGNATURE: Susana Pompa Mejia

11-18-24

NAME: Isaac Ramirez

LICENSE NUMBER: CB 609722

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) Because I am a hands on learner

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

I learned how to carefully clean and disinfect an area when cutting a client using gloves, cutters, and rice powder.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

I love the pre-apprenticeship program I have been super confident and better at working at a barbershop. I have also learned a lot about cleaning and disinfecting. The pre-apprenticeship has also helped me financially.

SIGNATURE: Isaac Ramirez

NOV. 18-2024

NAME: Sofia Rmeida

LICENSE NUMBER: CA754835

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) It would not provide the same level, because there are many unanswered questions that are only specifically answered by a human.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

One of the many examples that I have is learning that all brands of color & bleach work differently. For example, using different peroxide, or even sometimes no peroxide, depending on different areas of the hair.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

My trainer taught me that.

6. Share or comment on your experience in the pre-apprenticeship:

I have had a great experience in this academy. I've been able to help my family pay rent while staying in school. Having to (work only) four hours a week has been extremely helpful for my job & financial situation.

SIGNATURE: Sofia Aylin Rmeida November 10, 2024

NAME: David Salas

LICENSE NUMBER: C13609390

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
 - No
- *(If no, please elaborate on why)* 39 hour in person will be more engraved into your head and I feel makes more of an impact being in person

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

When I accidentally nicked someone I was able to know exactly what to do without panicking.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

It helped me be more confident on ensuring the safety for each client I attend and have learned alot to which I had thought I knew all of it.

SIGNATURE: _____



11/18/24

NAME: Carlos Rodriguez

LICENSE NUMBER: pre-apprentice

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why)

no because in person had help me grow and developed my skills.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

it's help me follow proper protocols like knowing the proper ways of shaving and learning about chemicals and how to properly use them.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

learn alot of knowlege from barbers here and it's help me improve alot.

SIGNATURE: 

NAME: Stephen Toledo

LICENSE NUMBER: CB 607957

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) I don't believe it could provide the same understanding because it's important to ask questions to have a deeper understanding.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

This one walk-in came in with abrasions on the back of his head. I learned that I can't cut hair with cracked skin. Especially when they bleed. I politely told him that I ~~would~~ can't do a hair service for his safety. He came back with healthier skin, happy client.


5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

Pre-apprenticeship has set me up really good for my barbering career. Helped me with experience and learning real life situations. Way better than traditional barber school.

SIGNATURE: _____



11/18/2024

NAME: Ruben Urbatejo

LICENSE NUMBER: CB607617

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why)

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

Not knowing how to handle a client or to properly handle hair & tools
Barbershop Apprenticeship is 100% better than going in new after a license.

5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

Leave The Apprenticeship program alone
ITS WORTH IT!

SIGNATURE: _____



11-18-24

NAME: Jonathan Villanueva

LICENSE NUMBER: CB 609259

1. **How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?*

- Extremely important
- Somewhat important
- Not very important
- Not important at all

2. **Do you believe the key aspects of pre-apprenticeship training, such as live instructor explanations and feedback, can be effectively replaced by a pre-recorded video?*

- Yes, a pre-recorded video could effectively cover these aspects.
- No, a pre-recorded video would not effectively replace hands-on practice and live feedback.

3. **Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprenticeship training?*

- Yes
- No

(If no, please elaborate on why) ITS ALWAYS NICE TO HAVE SOMEONE PERSONALLY BE THERE AND TEACH YOU IF YOU HAVE ANY QUESTIONS.

4. **Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprenticeship training was crucial to your performance or safety?*

WHEN YOU ARE A BEGINNER IT IS NICE TO HAVE SOMEONE NEXT TO YOU HELPING/TEACHING YOU STEP BY STEP. IF YOU GET STUCK YOU HAVE SOMEONE TO GUIDE YOU AND TEACH YOU HOW TO DO BETTER AND IMPROVE YOURSELF.

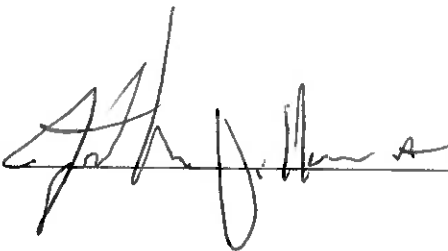
5. **If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?*

- True, the safety and quality would be negatively impacted.
- False, there would be no negative impact on safety or quality.

6. Share or comment on your experience in the pre-apprenticeship:

I LIKE HOW EVERYONE HELPS EACH OTHER IN CLASS, WE LEARN DIFFERENT TECHNIQUES AND HOW TO BETTER OURSELVES.

SIGNATURE: _____



11-18-2024

NOMBRE:

Maria Magdalena Cruz

NUMERO DE LICENCIA:

pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado?*

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) *He aprendido a conocer mis derechos y responsabilidades dentro del salón de belleza que antes no conocía*

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: _____

NOMBRE: Ferney Camilo franco A.

NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
 - No No porque es más efectivo dialogarlo y sacar las conclusiones presencialmente de los temas vistos en clase
- *(En caso negativo, explique por qué)*.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta): corregir errores como recortes mal practicados por compañeros.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: Camilo franco.

NOMBRE: Ma Isabel Kim

NUMERO DE LICENCIA: Pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?***

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?***

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?***

- Sí
- No

(En caso negativo, explique por qué). no, porque no aprendería de los demás compañeros

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) en lo personal he aprendido de los anécdotos de la maestra y de mis compañeros referente a la seguridad en la higiene.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje: mi experiencia es buena, aprendo de todos.

FIRMA: _____

Quisa

NOMBRE: Jesús Eduardo Orduno Guzman NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

Porque es necesaria desarrollar bien los temas que realmente interesan y aprender de los demás

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) Me a tocado solucionar cortes de cabezas mal cortados aplicando la experiencia que ganes o obtenido a través de los años

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

la importancia de las clases presenciales es compartir las experiencias de los demás y aprender los unos de los otros y absorber la enseñanza de tus maestros

FIRMA: _____



NOMBRE: Christian Castañeda

NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?***

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?***

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?***

- Sí
- No

(En caso negativo, explique por qué). Por que si tenkria una duda no podria preguntar y resolverla.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta) El manejo de sustancias químicas

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

El aprendizaje es muy completo y puedo resolver mis dudas y aprender cosas nuevas

FIRMA: Christian.C

NOMBRE: Eduardo Castañeda NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

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3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué). APRENDO MEJOR EN RELACION UNO A UNO.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) MANEJO DE QUIMICOS EN DISTINTAS SITUACIONES

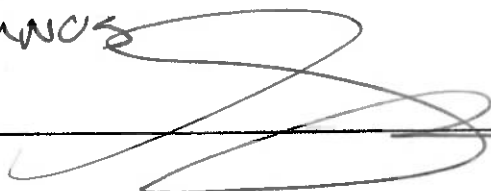
5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

EL APRENDIZAJE SURGE DE VARIAS FUENTES, TANTO DE LIBROS, MAESTRO Y OPINIONES DE LOS DEMAS ALUMNOS

FIRMA: _____



NOMBRE: Rosa Álvarez López

NUMERO DE LICENCIA: OB 610114

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Si
- No

(En caso negativo, explique por qué).

Porque participamos todos sobre los temas q. tratamos en la clase

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta)

Aprendi sobre la higiene y sobre los derechos como barbero y Trabajador

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Para mi es una experiencia positiva en mi aprendizaje como barbero. Es importante saber todo explicado en mi clase es importante aprender todo en fisico.

FIRMA: Rosa Álvarez L.

NOMBRE: Estela García Flores NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?***

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado?***

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3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?***

- Sí
- No

(En caso negativo, explique por qué). Punto de Atención, enfoque, participación de Opiniones Son Diferentes a una formación presencial.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) EJEMPLOS de Higiene, Aprendí a tener mas responsabilidad sobre enfermedades contagiosas.

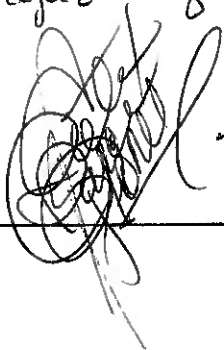
5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Aprendí demasiado sobre Higiene, protección al trabajador, como manejar los químicos, (SDS) (CA OSHA) Ergonomía, (posturas, herramientas, etc. muy esenciales para tener un conocimiento específico al adentrarte en el mundo de la Industria

FIRMA: _____



NOMBRE: SARA VARGAS NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

CONOCIMIENTOS
CONOCER LAS REGLAS DE HIGIENE, OSHA.
CONOCER LA INTERACCION EMPLEADO; CLIENTE FORMA PROFESIONAL
NORMAS Y CONOCIMIENTOS DE TECNICAS ESPECIFICAS.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

LA EXPERIENCIA ES LOGRAR, DOMINAR, TODO LO REFERENTE A LO INVOLUCRADO CON EL TRATO AL CLIENTE Y TODOS LOS CONOCIMIENTOS Y REGLAS DE HIGIENE DADAS POR OSHA (SEGURIDAD LABORAL, LEYES DE BARBERIA Y COSMETOLOGIA, SITUACION LABORAL, REGLAS DE EMPLEADO EMPLEADO, CONOCIMIENTOS EN COMO DESARROLLAR CORTES, TINTES, ALASEADOS, PEINADOS, ETC. ES IMPORTANTE ESTOS CONOCIMIENTOS.

FIRMA: SARA VARGAS

NOMBRE: Delson David

NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado? **

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

un video es solo teoria y presencial son los dos.
yo digo que no son lo mismo por que
ejemplo en caso cuando estas haciendo
un tinte o una trenza en el video te van a enseñar como
hacerlos y en el presencial te va a practicar
hacerlo.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) Por tu seguridad y la seguridad de los clientes
tienes que limpiar los equipos de trabajos despues cada corte
mantener el tiempo con seguridad, tratar con respecto los clientes.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Por mi experiencia puedo decir es muy importante
porque te enseñan unos puntos muy importante
por ejemplo como debe de tratar a un client
el precaution debe de tomar la seguridad sobre del salon,
del cliente y de los productos.

FIRMA: Delson

NOMBRE: JESUS GOEN MEDINA GARCIA NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué). No por que las explicaciones de la instructoras fueron consistente precisas y mejor explicadas y logro un impacto positivo en mi aprendizaje.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) La desinfección y limpiezas son las bases para formar a un profesional y ese aprendizaje nos ayudara en un futuro como profesional.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Fue algo muy interesante que me preparo tanto en desinfección como limpieza y el aprendizaje es basico para los futuros profesionales para cuando se obtenga una pre-licencia o licencia.

FIRMA:

Jesus Goen

NOMBRE:

Anthony Calderon

NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué)

Debido a que son menos horas y no habría manera de resolver dudas y no todos tienen la misma capacidad de comprensión.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)

La manera correcta de como desinfectar mi herramienta pero por veces ya que a veces omiten algunos pasos debido a que no saben de ellos.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Hasta la fecha ah sido muy buena, los maestros realmente aplican a fondo tener y se aseguran de que todos lo comprendan al 100%

FIRMA:

Anthony Calderon

NOMBRE: ISAÍAS ROMÁN ROMERO

NUMERO DE LICENCIA: C B609680

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) PASA DESINFECTAR EN UNA BARBERÍA, ES IMPORTANTE LIMPIAR Y ESTERILIZAR TODAS LAS HERRAMIENTAS Y SUPERFICIES QUE ENTRAN EN CONTACTO CON EL CLIENTE DE CADA USO.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje: LA EXPERIENCIA EN EL PREAPRENDIZAJE HA SIDO EXCELENTE PORQUE HE COMPARTIDO CON TODOS MIS COMPAÑEROS Y LA HE PASADO MUY BIEN, HE DISFRUTADO TODAS Y CADA UNA DE LAS CLASES, LA PROFESORA HA SIDO MUY BUENA CON NOSOTROS PORQUE ENSEÑA TODO CON MUCHA PACIENCIA Y DEDICACION. ADEMÁS NOS DIVERTIMOS EN EL AULA DE CLASES. LE AGRADEZCO A MI PROFESORA POR TODO LO QUE HACE POR NOSOTROS Y POR SIEMPRE EDUCARNOS PARA SER UNOS EXCELENTE BARBEROS.

FIRMA: Isaías Román Romero 11-20-24

NOMBRE: *Lithzy Adali Abri Macias*

NUMERO DE LICENCIA: *CA754494*

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado? **

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.

No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí

No

(En caso negativo, explique por qué).

no porque al caso de tener una duda el profe lo aclara en el momento

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) *te da mas confianza de trabajar en el salon viendo ala escuela sabiendo que tienes ya la practica suficiente.*

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

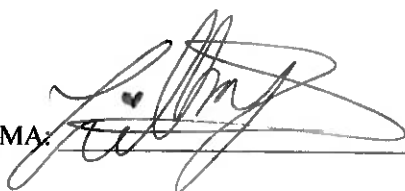
Verdadero, la seguridad y la calidad se verían afectadas negativamente.

- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

muy buena experiencia ya que el profe explica y aclara todas las dudas.

FIRMA: _____



11-19-24

NOMBRE: MARIA JOSE

NUMERO DE LICENCIA: OA 755550

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

EL ESTAR INTERACTUANDO EN PRESENCIAL. CONTESTA DUDAS QUE PUEDA EXISTIR EN EL MOMENTO

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)

ESTAR EN PRACTICA EN EL MOMENTO PARA APLICACION Y NUEVAS TECNICAS DE EXTENSION DE CABELO Y PODER TRABAJARLAS EN SU MOMENTO DE ENTENIMIENTO CONOCIMIENTO Y PRACTICA, LO MISMO EN PREPARACION DE QUIMICOS

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: Maria A. S. 11/20/2024

NOMBRE: Jessica Lizzette Rios Nuñez NUMERO DE LICENCIA: CA 755484

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado?*

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

Sí

No

(En caso negativo, explique por qué). Uno le presta más atención a un profesor físico.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) Al momento de cortar a una clienta en su manicure, procedi con las medidas de seguridad

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Estoy plenamente satisfecha, me siento totalmente capaz y con plena seguridad de lo que he aprendido.

FIRMA:

Jess Rios

18 de NOV. 2024

NOMBRE: Yenifha Perez

NUMERO DE LICENCIA: pre-apprentice

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué). NO ES LO MISMO EN PERSONA QUE Y PODER PREGUNTARLE AL MAESTRO Y RESPONDER NUESTROS DUDAS

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) la desinfectación y sanitizar los enamieros y evitar la propagación

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Parami es mas enfoca en un salon de clase que estar en un lugar donde me pueda di esta raer facil

FIRMA: 

20/11/24

NOMBRE: Emily Gomez

NUMERO DE LICENCIA: 6A 755586

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

- Cuando no comprendo el material, estar presente y preguntar al instructor es esencial para entendimiento.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) La desinfección y sanitizar los instrumentos para evitar infecciones y la propagación de ellas.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Estar en persona para mi fue muy importante simplemente por el ambiente. No es lo mismo estar en casa donde hay mil distracciones a estar en un salón enfocado en aprender.

FIRMA: _____



11/20/2024

NOMBRE: Yolanda Alcocer.

NUMERO DE LICENCIA: CA754202

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

Por que este no resolverá mis dudas como un profesor el que me puede guiar habrir un panorama con muchos ejemplos como mi maestro lo hace.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) El estar viendo a diario, sintiendo y tratando diferentes tipos de cabello y textura he ir preguntando con mi instructor y el dueño del salón de como ir manejando y observando a mi jefa y al maestro sus experiencias que un maniqué no me va a aportar.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

4. Un día entró una cliente y quería retoque de color en donde ella tenía decoloración, asía que la dueña del salón le sugirió esperar ya que tenía muy poco crecimiento, no lo suficiente para realizar el procedimiento. La persona se fue enojada, pero la dueña subiendo de no era bueno para la cliente se mantuvo firme y decidió no realizar el procedimiento. Me sorprendió su amabilidad y firmeza. Para mí esto fue una gran experiencia.

FIRMA: Yolanda

11/1/24

NOMBRE: *Amalita Vega*

NUMERO DE LICENCIA: *CA 753787*

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

Porque no contestaria mis dudas

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta) *trabajar con una linea profesional*

- consulta real al cliente

- como lidiar con problemas de salones y clientes específicos.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: *Amalita Vega*

NOV. 21-2024

NOMBRE: Rosas Gonzalez Adriana

NUMERO DE LICENCIA: CA 755600

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

Por que es importante hacer preguntas directas al maestro para la comprensión.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)
Resolver cualquier situación con productos químicos, consultas, etc.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

El maestro nos aclara cualquier duda de cualquier tema.

FIRMA: _____

R.G.A.

11/10/2024

CYNTHIA ARREDONDO NUÑEZ

NOMBRE:

NUMERO DE LICENCIA: CA 755417

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

Es importante interactuar y las dudas preguntas el profesional Teacher (Teacher) dar la información correcta que en video no va responder

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

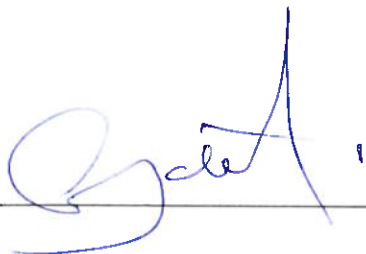
(Su respuesta) Siempre la ^(práctica) vivencia es la realidad de cualquier problema en el cabello, como cabello de niñas o piel incluso material de trabajo a diferencia Técnica o en maniquí no presenta la importancia de activar los tecno

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA:



11-21-24

NOMBRE: Quinonez Jeannette NUMERO DE LICENCIA: CA 754866

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).
Porque no resolviera mis dudas, de profesor calificado

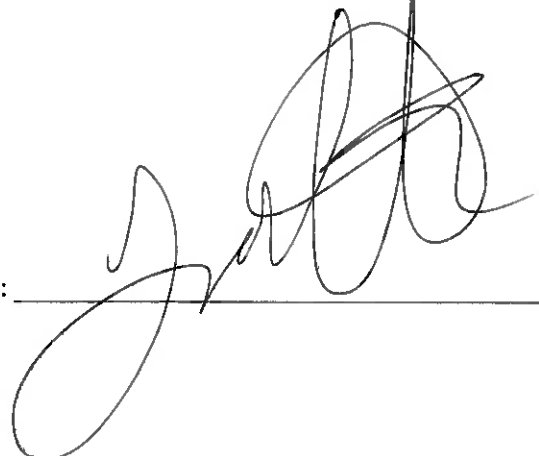
4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) Trabajar con una línea profesional, tratar todo tipo de pelo, resolver situaciones reales en cabello, clientes lavar el cabello, hasta como secarlo y plancharlo, productos.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA:  11/19/24

NOMBRE: *Lizbeth Argujo Pulido*

NUMERO DE LICENCIA: *CA 754905*

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

Nunca va a sustituir un video a una clase

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) *Saber hacer un correcto procedimiento con el bleach con una cliente puede realizar un correcto procedimiento gracias al conocimiento adquirido aquí*

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Los profesores siempre resuelven las dudas antes de practicarlo en el salón.

FIRMA: _____

Lizbeth

18/11/24

NOMBRE: Olga Coronel Palanco

NUMERO DE LICENCIA: CA 755271

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué). no comprendería eficazmente.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta) Cada tema hablado en el salón es de suma importancia en los conocimientos.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

he tenido mas habilidades en toda la rama de la cosmetología gracias a las practicas de seguridad y calidad en el salon

FIRMA: _____

Olga Coronel Palanco

21/11/24

NOMBRE: Alejandra Reyes M.

NUMERO DE LICENCIA: CA754287

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí el aprendizaje presencial me da mas conocimiento
- No y confianza en atención al cliente

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta) las practicas y consejos de las compañeras me hacen sentirme mas segura para ejercer en el salon.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

venir a la escuela me ayuda para practicar y compartir nuestros conocimientos al realizar cualquier tipo de trabajo en el salon y asi sentirme mas en confianza al realizarlo presencialmente.

FIRMA: _____

Alejandra

11-20-2024

NOMBRE: Jocelyn Saldana

NUMERO DE LICENCIA: CA754814

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado? **

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Me ayudo mucho escuchar las experiencias de los instructores ya que me ayoda a sentirme mas confiada al trabajar en el salon

FIRMA: _____



11-22-24

NOMBRE: Veronica Astorga

NUMERO DE LICENCIA:
CA755373

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

Cuando es presencial tienes la obligación de venir a la escuela y cumplir con el horario y por lo tanto te enfocas más y si tienes dudas preguntar.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)

hay muchos pasos basicos que bienen en el libro que en el salon no te los enseñan.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

puedo aprender de mis companeros y maestro

FIRMA: Veronica A.

11-21-24

NOMBRE: Yiny Muñoz -

NUMERO DE LICENSIA: CA 7555 98

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

No me gustan los videos jumaw brindara la misma info y confianza al tener un profe quien te explica oriente y Sir con mayor experiencia

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta) la Guia de la profe su experiencia metodos y conocimiento a sido, somos muy importante al trabajar en el salon sus tips y explicaciones muy importante para decir que buena escuela.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Para mi es muy importante venir a clases enfocarme en lo que no se con la Guia de un maestro su experiencia y practicas al tener quien me guia y enseña presencialmente preguntas y dudas. y conocimiento

FIRMA: 

11-20-24

NOMBRE: Guadalupe Cuellar

NUMERO DE LICENCIA: CA 755194

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta)

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

las clases presenciales ayudan mas a entender facilmente el aprendizaje en clase y en la practica para prepararse en todo

FIRMA: Guadalupe Cuellar Bravo 11/22/24

NOMBRE: Karina Martinez

NUMERO DE LICENCIA: CA 755039

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué). no puedo preguntar dudas.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) el conocimiento en la escuela me a dado seguridad en el salon

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Si algo no entendiste los maestros te lo repiten otra vez y puedes aprender de otras personas

FIRMA:



11/22/24

NOMBRE: Valeria Denise Cerda Soria

NUMERO DE LICENCIA: CA755472

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

Extremadamente importante

Algo importante

No muy importante

Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.

No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

Sí

No

(En caso negativo, explique por qué).

Porque no resolverían dudas y no aprendería bien.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) Aprendo día con día aun más que lo que estoy aprendiendo en clases porque lo rendimiento más mi conocimiento acompañada de expertos en negocios.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

Verdadero, la seguridad y la calidad se verían afectadas negativamente.

Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Aprendo muchísimo ya que tenemos bases muy importantes, me he desarrollado mucho en otras áreas como cabello, uñas, pestañas y demás porque me ha gustado que enseñan correctamente siempre lo mejor es venir a la escuela aprenda más.

FIRMA: Valeria D.

11/20/21

Y también al ir a trabajar al salón, nos hacemos expertos y con más conocimiento en el área.

NOMBRE: Maria D. Garcia Ruciles

NUMERO DE LICENSIA: CA 754465

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado?*

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) *La información de un Peroxido mas de 40 vol. puede causar daño severo al Cabello y Piel de las personas.*

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA:  Maria Dolores Garcia. 11/20/20

NOMBRE: Yuset Aguilar Ramirez

NUMERO DE LICENCIA: CB 608163

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta)

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Para mi es muy importante las clases presenciales debido a que se pueden despejar los dudas referente al tema

FIRMA: _____



11/21/24

NOMBRE: Deymi Yutzi Aguilar Ortiz. NUMERO DE LICENCIA: OB 608445

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

NO, porque un video no sustituye la practica.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) -El uso adecuado de las herramientas de trabajo
-El cuidado al cliente y salud.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

En mi experiencia fue una introducción de como asegurar la salud del cliente.

Tambien nos brindaron informacion de organizaciones, que nos protegen a nosotros como trabajadores.

FIRMA: Deymi Aguilar.

11-18-2024

NOMBRE: Jaan Delgado Hernandez

NUMERO DE LICENCIA: CB 408976

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado?*

- Sí, un video pregrabado podría cubrir eficazmente estos aspectos.
- No, un video pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta)

Permanente / cuidado al cliente / Infecciones.

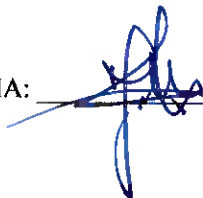
5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Muy buena

FIRMA:



11/18/24

NOMBRE: MARIA DIAZ TORRES

NUMERO DE LICENCIA:

CB609459

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

- Sí, un vídeo pregrabado podría cubrir eficazmente estos aspectos.
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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

PORQUE LAS EXPLICACIONES SON MAS AMPLIAS O CON EJEMPLOS

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)

LA LIMPIEZA DESINFECCION Y ESTERILIZACION PORQUE UN CLIENTE TENIA UNA INFECCION EN EL CUERPO.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

MUY BUENA! LOS LIBROS EJERCICIOS Y EXPLICACIONES SON MUY BUENOS, SE APRENDE DESDE LO MAS BASICO HASTA LO MAS IMPORTANTE.

FIRMA:

Maria Teresa Díaz

11/18/24

NOMBRE: Rolin Sainvil

NUMERO DE LICENCIA: CB 603019

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

limpiar el Ramiento y corte cabello

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta)

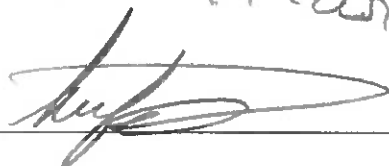
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- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Para aprender técnicamente
Para practicar el cabello

FIRMA: _____



11/18/24

B 105627

NOMBRE: PAIKILIA ENZILIA

NUMERO DE LICENCIA: CB603309

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) En la manera adecuada de desinfectar nuestros herramientas de trabajo.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Me a preparado más sobre las reglas y lo que debo hacer dentro mi salón, empezando con la limpieza y la manera adecuada de como trabajar en mi area de trabajo.

FIRMA: Paikilia Enzilia

11/18/24

NOMBRE: Jose David Servin Hernandez

NUMERO DE LICENCIA: CB 6091169

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué). Por que un video de 2hrs no puede sustituir una explicacion y temas que se ven en 39hrs

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta) Aprendi el sistema de desinfección y limpieza que yo no tenia ningun conocimiento de como realizarlo

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: _____



11/22/24

NOMBRE: Ariadna Alvarado

NUMERO DE LICENCIA: CB608787

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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- No, un vídeo pregrabado no sustituiría eficazmente la práctica y el feedback en directo.

3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

porque en clase pueden resolver dudas que tengas en ese momento.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta)

he aprendido sobre servicios de mujer como algunos cortes.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?*

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: _____

11/24/24

NOMBRE: Alejandro Rivera

NUMERO DE LICENCIA: CA755043

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) NO SABIA QUE EL PERÓXIDO DE MAS DE 40 ERA ILEGAL Y PUEDE CAUSAR DAÑO

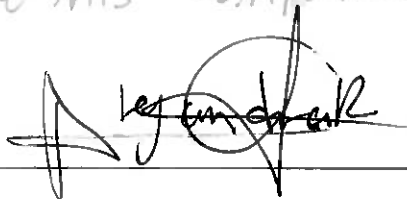
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- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

puedo aprender de mi instructor, mi entrenador y de mis compañeros

FIRMA: _____



11/21/24

NOMBRE: Isis Gutierrez Lara

NUMERO DE LICENCIA: OB 6003242

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

Es mejor adquirir conocimientos en un determinado tiempo para que así aprender mejor y no saturarse de información

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)

Aprendí que no puedo usar bledo ni talco y yo antes lo usaba

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

FIRMA: _____

gl.

11/20/24

NOMBRE: *Liliana Garcia Tejeda*

NUMERO DE LICENCIA: *CA755565*

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado?*

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No

(En caso negativo, explique por qué). *por la retroalimentación de las preguntas*

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?

(Su respuesta) *Algunas de las situaciones sugeridas por el instructor owinio y yo ya sabia que hacer por sus ejemplos*

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente?

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

practicando en un ambiente supervisado ayudo a hacerme sentir confiado

FIRMA: _____



11/20/24

NOMBRE: Yolanda D. Chávez R. NUMERO DE LICENCIA: 0A755507

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué).

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) Si claro, cuando uno no entiende ellos nos explican al igual. Para una aplicación de Químico es mejor para que nos expliquen y enseñen para poner lo correcto al cliente.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

me gusta tener instructor por cualquier cosa que no entendamos ellos nos explican y nos muestran con hechos mejor que un video

FIRMA: Yolanda D. Chávez R. 11/21/24

NOMBRE:

Jorge E. Solis Garcia

NUMERO DE LICENCIA:

CB 610074

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón?*

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un video pregrabado?*

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3. **¿Considera que un video pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje?*

- Sí
- No *Es mejor personalmente porque en video no se le da la seguridad correspondiente.*
(En caso negativo, explique por qué)*.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad?*

(Su respuesta)

En cuestión de limpieza y orden, todo tiene que tener etiquetas y ordenado.

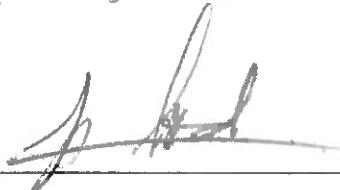
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- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

En cuestión de seguridad e Higiene los aprendizajes que adquiri son sumamente importante.

FIRMA:



11/22/24

NOMBRE: FELIPE FLORES

NUMERO DE LICENCIA: CB608256

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
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2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué). ES muy importante la guía de un maestro ya que puede hacer preguntas y practica en el momento de la duda en lo personal fuc de mucha ayuda.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta)
Tenia problema para identificar el departamento OSHA y el profesor me dijo que cada sigla significa algo así lo apgn

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

En este Programa he aprendido muchas medidas de seguridad, que yo pense que tenia dominado en la clase presencial nos enseñan la manera correcta en que se realizan las medidas de seguridad y aprendemos mas eficazmente que en un video

FIRMA: Felipe Flores  11/20/24

NOMBRE: Vicky Gonzalez

NUMERO DE LICENCIA: CA 1755041

1. **¿Qué tan importante fue la experiencia práctica y la retroalimentación en tiempo real del instructor durante tu entrenamiento pre-aprendizaje para ayudarte a sentirte confiado y preparado para el trabajo en el salón? **

- Extremadamente importante
- Algo importante
- No muy importante
- Nada importante

2. **¿Cree que los aspectos clave de la formación previa al aprendizaje, como las explicaciones y comentarios en directo del instructor, pueden sustituirse eficazmente por un vídeo pregrabado? **

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3. **¿Considera que un vídeo pregrabado de 2 horas le habría proporcionado el mismo nivel de comprensión y destreza que las 39 horas de formación presencial previa al aprendizaje? **

- Sí
- No

(En caso negativo, explique por qué)

Porque en una clase de video no se aprende igual que en una clase presencial donde una puede hacer preguntas directamente al maestro y que el maestro te corrija y te a conseje.

4. **¿Puede compartir un ejemplo de una situación en su salón o barbería actual en la que los conocimientos adquiridos en la formación previa en persona hayan sido cruciales para su rendimiento o seguridad? **

(Su respuesta) ES buena porque nos enseñan como darle un mejor servicio al cliente y como mantener todo la limpieza para cliente.

5. **Si se eliminara la formación presencial, ¿cree que la seguridad y la calidad del trabajo en el sector de la belleza se verían afectadas negativamente? **

- Verdadero, la seguridad y la calidad se verían afectadas negativamente.
- Falso, no habría ningún impacto negativo en la seguridad ni en la calidad.

6. Comparte o comenta tu experiencia en el preaprendizaje:

Todo es bien pero deberían de ser menos horas que tenemos que hacer en un salon para una licencia ya que 3200 horas es demasiado lo cual considero yo porque te dan la licencia.

FIRMA: Vicky Gonzalez

11-20-24

**DEPARTMENT OF CONSUMER AFFAIRS
TITLE 16. BOARD OF BARBERING AND COSMETOLOGY**

**PROPOSED REGULATORY LANGUAGE
PRE-APPRENTICE TRAINING**

Legend: Added text is indicated with an <u>underline</u> . Omitted text is indicated by (* * * *) Deleted text is indicated by strikeout .
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Amend Section 917 Of Division 9 of Title 16 of the California Code of Regulations to read as follows:

§ 917. Pre-Apprentice Training.

(a) The minimum hours of pre-apprentice training referred to in Section 7334 of the Business and Professions Code shall be ~~thirty-nine (39)~~ two (2) hours of instruction in the laws and regulations of the Board, basic patron protection and sanitation and disinfection procedures. An applicant for licensure as an apprentice shall complete the pre-apprenticeship training as required by this section within the six-month period immediately prior to being licensed as applying for an apprentice license.

(b) For the purposes of this section, “basic patron protection and sanitation and disinfection procedures” shall include disinfecting procedures of tools, linens, and equipment, standard handwashing procedures, blood exposure guidelines, minimum standards for the protection of patrons from hazardous chemicals, common violations and how to prevent them, physical and sexual abuse awareness, and professionalism.

(c) To complete the training, the applicant shall complete the online pre-apprentice training administered by the Board that shall contain the following:

(1) A registration process available on the Board’s website at www.barbercosmo.ca.gov. Applicants shall register for a user account by accessing the web link on the Board’s website entitled “pre-apprentice training” and providing the following information through the website:

(A) Their full legal name: (Last Name) (First Name) (Middle Name)

and (Suffix), as applicable,

(B) Their email address,

(C) Their date of birth,

(D) Their telephone number,

(E) Their social security number (SSN) or individual taxpayer identification number (ITIN).

(2) An interactive course that includes instructional modules with related teaching slides (slides) in the subjects listed in subsection (b) that a registered user (user) must review, and, includes correct completion of quizzes and activities after each instructional module has concluded as provided by this subsection. For the purposes of this subsection “correct completion of the quizzes and activities” shall include the following:

(A) Users must select the correct answer for each quiz or activity associated with a learning module to proceed through the course to its conclusion.

(B) If the incorrect answer is selected, users will be prompted to, and shall not be permitted to proceed with the course until, the user selects another answer and the correct answer is selected.

(C) Users shall not be permitted to skip or fast-forward through any module or slide included in the training.

(D) Upon completion of a slide, users must click an arrow to continue through and complete the course.

(3) Upon completion of the course, a digital completion certificate will be available for the user to download and print containing the title “Certificate of Completion,” user’s full legal name, the course title, completion date, and the Board’s logo.

(d) Upon completion of the pre-apprentice training program, the individual shall submit a copy of the completion certificate specified in paragraph (3) of subsection (c) to an apprenticeship program sponsor approved by the Board in accordance with section 913 upon enrollment in the apprenticeship program.

(e) If the applicant does not complete the training required by this section within the time period required by this section, the individual must re-take and complete the training as required by this section to qualify for issuance of an apprentice license in accordance with Section 7334 of the Business and Professions Code.

NOTE: Authority cited: Section 7312, Business and Professions Code. Reference: Section 7334, Business and Professions Code.

Summary of, and Proposed Responses to, Comments Received During the 45-day Comment Period on the Originally Proposed Regulatory Language

The following (69) individuals/organizations submitted written comment to the Board on the Proposed rulemaking to amend Title 16, California Code of Regulations (CCR) section 917 during the public comment period, which concluded on December 16, 2024:

(1) Comments from Toni Gama (San Diego Cosmetology Apprenticeship Committee) received by email on November 13, 2024: Gama submitted the following policy objection statements. Comments/questions are synthesized, and the proposed responses enumerated below.

A. Toni Gama expressed concern over the Board eliminating a 39-hour (in-person) Pre-Apprentice Training course. The commenter notes that an apprentice needs an orientation to explain the 2-year apprenticeship program, its components (OTJ and RSI) and regulations. Toni Gama further explained that apprentices should know about the state agencies overseeing the program and their responsibilities. In short, potential apprentices must be fully informed on this 2-year commitment and how it works. The commenter provided the following examples to further emphasize this point:

(1) The majority of individuals who contact her, both salon owners and potential apprentices, tell her that the apprenticeship information on the Board's website is confusing. Toni Gama represents that it is explained in a "manner so it makes sense to everyone and then answer any questions individuals have."

(2) Toni Gama's class has an introduction to the necessary paperwork and applications for both the Board and DAS (presumably the California Division of Apprenticeship Standards). Without detailed explanations Toni Gama believes it would be confusing, as well.

Response: The Board acknowledges the comments but makes no further edits to the text. The purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. This training serves as an introductory overview to prepare apprentices for their hands-on training while ensuring consumer safety. Following this, apprentices receive more in-depth and ongoing on-the-job training and classroom training in subjects related to their applicable apprenticeship program, which includes a mandatory 220 hours of instruction covering Health and Safety, and Disinfection and Sanitation as required by existing Board regulations at CCR section 915 as well as curriculum requirements covering instruction on laws and regulations at CCR sections 921-921.2). While the Board proposes to administer pre-apprentice training to students to satisfy its legislative mandate at Business and Professions Code (BPC) section 7334, this would not prevent Program Sponsors from holding orientation sessions with apprentices. In fact, the Board strongly encourages Program Sponsors to conduct orientations to support the success of the apprenticeship program.

B. Toni Gama expressed concern that the proposed course does not adequately address basic “patron” (client) protection, how to hold tools, chemical exposure, proper first aid procedures, and blood exposure guidelines due to the lack of hands-on, in-person simulation in the proposed training. The commenter explains that “we are not just talking about draping and throwing single-use items in the trash,” and questions how the Board training can help apprentices understand safety without “physically holding and manipulating a pair of shears and a razor in the appropriate (basic) manner or palm tools for protection and manipulate multiple tools together (i.e. combs, control tools, water bottle, etc.). There are important details just to show them [apprentices] how not to cut themselves or the client.”

The commenter explains that they outline the proper first aid procedures and blood exposure guidelines and covers details on the use of chemical safety through simulation. “Apprentices learn how to protect the client, the client’s skin, as well as their own eyes, skin, etc. Apprentices are instructed how to handle chemicals safely, chemical disposal methods, how and when to use personal protective equipment and how to apply different chemicals in a safe manner.”

The commenter further explains that she teaches proper handwashing procedures and “they then actually practice doing so.” The commenter explains that she teaches proper disinfection procedures, disinfectant mixing protocols and then each apprentice actually performs a disinfection procedure on multi-use tools. “Apprentices gain knowledge on clean and soiled tools and how to store properly before and after the disinfection procedure. Apprentices learn information on salon work area setup and how to keep everything in the appropriate sanitary conditions before, during and after each service.”

Response: Board acknowledges the comment but makes no further edits to the text. The purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures to students **prior** to entering an apprenticeship program and serving the public. This initial training gives potential apprentices a general overview to help them begin their on-the-job training while ensuring consumer safety. However, pre-apprentice training is not intended to cover detailed or in-depth topics, as these will be addressed during the on-the-job training when hands-on experiences are provided closer in time to when they will begin working with consumers. The on-the-job training curriculum is set at 3,200 hours per CCR section 916, including a minimum of 2,600 hours dedicated to hands-on, practical training in hairdressing for cosmetology apprentices, at CCR section 921.1. Apprentices are not expected to have expertise in chemical safety at the start of their training, though the pre-apprentice training will provide basic information. The on-the-job training curriculum includes 45 hours of technical instruction on health and safety/hazardous substances, protection from hazardous chemicals and preventing chemical injuries, and other related topics. (See 16 CCR sections 921-921.2).

C. Toni Gama expressed concern about the proposed training adequately explaining the details of the Board’s Health and Safety Rules contained in the Board’s Regulations at Article 12. Health and Safety to pre-apprentices, as it is an important

subject and that “these details stemming from Article 12 must encompass an overview of Infection Control.” In addition, Toni Gama expressed concern about when the Board would expect the Health and Safety Course information to be incorporated into Apprenticeship Programs or in related training. The commenter stated that “We only have minimum 220 hours to cover a full cosmetology curriculum and prepare the apprentice for their state exam.”

Response: The Board acknowledges the comments but makes no further edits to the text. The purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. This initial training gives potential apprentices a general overview to help them begin their on-the-job training while ensuring consumer safety. However, pre-apprentice training is not intended to cover detailed or in-depth topics, as these will be addressed during the on-the-job training as specified in the responses to this commenter noted above. An apprentice is not expected to be proficient in all aspects as they begin their training. The on-the-job training and curriculum for an apprentice is set at 3,200 hours; technical Instruction in Health and Safety subjects can be incorporated at any time throughout the curriculum which is set at a minimum of 220 hours as noted above. Related Training must provide a minimum of 220 hours of classroom instruction, which among other topics includes Health and Safety (see CCR sections 921-921.2).

D. Toni Gama expressed concern regarding the scope of the proposed subject matter of the proposed training, suggesting adding in some information on licenses, establishments, posting of the consumer information message and stating “all are relevant.” Presumably for his training, apprentices learn where each license is to be posted appropriately within the establishment. “We go into license expiration and renewal dates and the differences in licensees with emphasis on scope of practice.”

Response: The Board acknowledges the comments but makes no further edits to the text. The purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. This initial training gives potential apprentices a general overview to help them begin their on-the-job training while ensuring consumer safety. However, pre-apprentice training is not intended to cover detailed or in-depth topics for all aspects of practice, as these will be addressed during the on-the-job training. An apprentice is not expected to be proficient in all aspects as they begin their training. An apprentice is receiving 3200 hours of on-the-job training in which all of this should be provided.

E. Toni Gama offered that they cover Sexual Harassment Prevention Training by utilizing calcivilrights.ca.gov

Response: The Board acknowledges the comment but makes no further edits to the text. The purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. This initial training gives potential apprentices a general overview to help them begin their on-the-job training while ensuring consumer safety. However, pre-apprentice training is not intended to cover detailed or in-depth topics, as these will be

addressed during the on-the-job training. The Board appreciates Toni Gama for reviewing Sexual Harassment Prevention Training with apprentices, but the Board has no requirements for Sexual Harassment training for apprentices, nor pre-apprentices. In accordance with BPC section 7314.3, the Board has developed information and brochures available on its website at www.barbercosmo.ca.gov on basic worker rights including how to ensure licensees have awareness about physical and sexual abuse their clients may be experiencing and the right to have a harassment-free workplace, which is available to all licensees free of charge.

F. Toni Gama expressed her opinion that a pre-apprentice class has to include a full workshop on Apprentice Daily Records. The commenter expressed her concerns on educating pre-apprentice on correctly filling out and storing Apprentice Daily Records and when a copy must be submitted in a timely manner to the sponsors for proper accountability, recording and auditing.

Response: The Board acknowledges the comments but makes no further edits to the text. CCR Section 920 states the Record of the Apprentice Training must be presented and signed by the trainer and prescribes the required content. The trainer and the apprentice should be completing these records together during the on-the-job training; however, it is the trainer's responsibility to ensure the records are accurate and complete, and to provide the training records to the Board or its representative upon demand, not the apprentice. As a result, no pre-apprentice training on this subject would be mandated under this proposal.

G. Toni Gama expressed concerns over a Sponsor explaining "the details of Related Supplemental Instruction (Related Training) and how the classes are scheduled, the curriculum, assignments, tests, etc?"

Response: The Board acknowledges the comment but makes no further edits to the text. As set forth in applicable California Apprenticeship Council regulations administered by DAS beginning at title 8, California Code of Regulations (CCR) section 212, Program Sponsors' apprenticeship programs must meet certain minimum standards to be approved in California: "in order to be approved, the standards must cover all work processes within the apprenticeable occupation." (8 CCR § 212). The standards must contain statements regarding, in particular, the duties of the apprentice; and the apprentice's working conditions unique to the program as well as provisions for training and supervision of those apprentices on these standards (8 CCR § 212 and Labor Code section 3078). As a result, the Program Sponsors should provide comprehensive explanations of all aspects of the apprenticeship program before an apprentice formally enrolls. This includes clearly outlining the specific requirements of the program, such as the duration, learning objectives, and skills to be acquired. Sponsors should also detail the expectations for apprentices, including attendance, performance, and any necessary assessments. Additionally, they should inform potential apprentices about the benefits and opportunities the program offers, including hands-on training, mentorship, and career prospects. By offering this detailed information upfront, Program Sponsors ensure that apprentices are fully informed about

what to expect, allowing them to make well-informed decisions about participation in the program and in accordance with applicable labor regulations governing these apprenticeships in California.

H. Toni Gama expressed concerns on “sending an apprentice with a 2-hour certificate straight into a professional, fast-paced working salon is a recipe for failure. It is not with reality [sic] to think a salon professional can hold the hand of the apprentice for a continual amount of time. All trainers are different and exhibit professional salon techniques using their individual styles. An apprentice needs to learn very basic foundational concepts beforehand. Giving the apprentice basic (extremely basic) information creates a more confident individual when they walk into the salon for the first time.”

Response: The Board acknowledges the comments but makes no further edits to the text. As noted in previous responses, the purpose of pre-apprentice training is to provide a general overview of the most relevant topics prior to entering an apprenticeship program, and in the Board’s experience, the proposed training would accomplish that objective. Apprentice programs typically do not include pre-apprentice training, as the primary goal of the program is to provide hands-on, on-the-job training to the apprentice. The intent is for apprentices to learn practical skills and gain knowledge directly related to their trade or profession while working under the guidance of experienced trainers. It is essential that Program Sponsors and trainers ensure that the curriculum is being strictly followed throughout the apprenticeship. This curriculum should be structured to align with the specific skills and competencies the apprentice needs to master in order to succeed in their field.

While apprentices receive compensation for their work, it’s important to emphasize that the apprenticeship program is not solely an employment opportunity. Rather, it is a structured learning experience designed to ensure that apprentices are acquiring the necessary skills and knowledge required to become fully qualified professionals in their trade. Apprentices must be actively learning and developing their abilities while working, and the training process must include a combination of work-based learning and formal instruction. The focus should be on skill acquisition, not just completing tasks or providing labor. By upholding these standards, Program Sponsors ensure that apprentices receive a comprehensive educational experience that prepares them for long-term success in their chosen career.

I. Toni Gama expressed concerns regarding a fee “cap” on apprentice training and the commenter’s understanding that programs could not ever charge above the \$2,500 amount. The commenter states that they currently only charge \$2,499.00 for their pre-apprentice training course, which does not adequately cover all costs associated with the training and materials she provides in her current 39-hour Pre-Apprentice training program. In addition, she expressed an opinion that this fee cap was never going to be enforced by the Board she “... could have doubled my income each and every year for the last 6 years. Even though this program is small, that is a sizable amount of income I have ‘lost’.” She further indicated that “[i]nquiries into our program tell me (all the time)

the quotes given by other apprenticeship programs. Through the years, I have come to the conclusion that I am probably one of only a handful of programs following “regulation” and not charging above the amount set in 2019.”

Response: The Board acknowledges the comments but makes no further edits to the text. The Board is not aware of any law or regulation that caps the fee charged for pre-apprentice training at \$2,500, or authorizes the Board to set the amount a program can or cannot charge its students. The Bureau for Private Postsecondary Education (Bureau) has a law that states that an educational institution that does not award degrees and that solely provides educational programs for total charges of two thousand five hundred dollars (\$2,500) or less is exempt from the requirement to be approved by the Bureau (see California Education Code section 94874(f)).

Unrelated to that law, the Board is seeking to amend section 917 of Title 16 of the CCR to make the Board’s regulation consistent with the updated statutes that became effective January 1, 2023, under AB 2196 at BPC sections 7334(c) and (d), which require the Board to develop a program to administer the pre-apprentice training for the barbering, cosmetology, skin care, nail care, and electrology professions. This regulation simply implements that law, which mandates that the Board administers this training program instead of schools or other training providers. As set forth in the Board’s Notice of Proposed Regulatory Action, the Board estimates that current fees paid by students for this pre-apprentice training results in annual costs to individuals (2,300) of approximately \$5.75 million per year with corresponding tuition fee revenues to training providers. The Board further notes, any economic impacts, including costs or decreased revenues to training providers resulting from this change, are a result of current law at BPC section 7334 and not this regulatory proposal.

(2) Comments from Stephany Meyer, Approved Program Sponsor, FourM Education CBAC, sent by mail and received on December 13, 2024: Meyer submitted policy objection statements. Comments/questions are synthesized and proposed responses enumerated below.

A. Stephany Meyer expressed opposition to the proposal to reduce the pre-apprenticeship training requirement from a 39-hours to 2-hours. She states, “I firmly believe that this reduction will adversely affect the quality of apprenticeship programs, jeopardize public safety, and undermine the professionalism of our [barbering and cosmetology] industry”.

Response: The Board acknowledges the comment but makes no further edits to the text. In 1994, the Board adopted the existing 39-hour requirement for this training covering the existing subjects of laws and regulations, basic patron protection, and sanitation and disinfection. As noted in prior legislative history for SB 803, apprentice pass rates for the Board’s examinations are not high and the Board believes that administrative changes such as the Board assuming responsibility for the content of the training are necessary to help the Board assist applicants with passing the examination. The Board prepares the examinations for its various professions and is therefore best

suited to know how to target training to ensure students are better prepared for practice and examination in these areas. In addition, this reduction in hours of instruction are necessary to ensure future licensees are provided fair opportunities for licensure through the apprentice pathway. In its experience with implementing this pre-apprenticeship training standard since 1994, and in subsequent development of this program's materials, the Board believes that this course content and minimum 2-hour requirement will more effectively and sufficiently train applicants, thus reducing barriers to licensure not necessary for the protection of the public.

B. Stephany Meyer notes: [t]he current framework established under SB 803, effective January 1, 2023, through B&P Code 7334(c), provides clear guidelines for delivering pre-apprenticeship training.”

Response: The Board acknowledges the comments but makes no further edits to the text. SB 803 was enacted in 2021 and made changes to BPC section 7334(c) in response to concerns relevant to pre-apprentice training for the barbering profession only to be administered by the Board. In 2023, Assembly Bill (AB) 2196 (Chapter 527, Statutes of 2022) was enacted, which among other things, amended BPC section 7334(d) to make corresponding changes to require that pre-apprentice training for all other applicable apprenticeship programs (cosmetology, skin care, nail care, or electrology) be “administered by the board for the length of time established by the board”. However, those statutory “guidelines” are not precisely clear, as Section 7334 does not state what the Board-administered training requirements are or the length of time the Board has established for that training. The Board’s current regulation at CCR section 917 similarly does not address the content of pre-apprenticeship training administered by the Board, how the Board would administer such training or the process and procedures an applicant for apprentice licensure would need to follow to show what the Board deems satisfactory completion of this requirement in accordance with BPC section 7334. This proposal would establish those standards. As noted in the prior response, after reviewing the required specified subjects for pre-apprentice training, the Board reduced the current 39-hours of instruction to 2-hours to streamline the required training to ensure apprentices receive effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures.

C. Stephany Meyer further stated “Pre-apprentice training is vital for”: “Ensuring Public Safety,” and that a reduction to 2 hours inadequately prepares apprentices in patron protection, sanitation and disinfection.

Response: The Board acknowledges the comment but makes no further edits to the text. As noted in prior responses to this commenter, after reviewing the required specified subjects for pre-apprentice training, the Board reduced the current 39-hours of instruction to 2-hours to streamline and more effectively provide the required training to ensure apprentices receive effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures.

The requirements for technical and practical instruction are now specified in the Barbering and Cosmetology Act and cover all subject areas required to be taught in schools for each profession (BPC sections 7362.5, 7363, 7364, 7365, and 7366). An apprentice also completes related training (220 hours per 16 CCR 915) during their apprenticeship program. Therefore, the Board asserts that an apprentice is receiving a lot of technical instruction throughout their program prior to full licensure. The requirements for additional pre-apprentice training are a separate requirement, however, and are designed to reinforce those aspects of specified standards that the Board believes apprentices need to meet minimum standards and avoid violations prior to practicing on the public. The Board believes that the current proposal accomplishes that objective.

D. Stephany Meyer also raises concerns about “Upholding Professional Standards”, and that reducing the required pre-apprentice training hours will dilute the standards the industry has worked hard to establish.

Response: The Board acknowledges the comment but makes no further edits to the text. The purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. This initial training gives potential apprentices a general overview to help them begin their on-the-job training while ensuring consumer safety. However, pre-apprentice training is not intended to cover detailed or in-depth topics, as these will be addressed during the on-the-job training. As noted in the responses above, the Board believes that, in its experience and in preparation of the training materials, applicants will be sufficiently prepared to enter an apprenticeship program where they will receive more in-depth, on-the-job training supervised by a licensed professional.

E. Stephany Meyer raises concerns about “Aligning with Labor and Industry Regulations”, in that reduction in training requirements undermines agreements between apprentice training programs under DAS oversight, Labor Code 3091.

Response: The Board acknowledges the comment but makes no further edits to the text as the Board must comply with the statutory changes made by Assembly Bill (AB) 2196 (Chapter 527, Statutes of 2022). Further, Labor Code section 3091 states:

Acceptance of an application for entrance into an apprenticeship training program shall not be predicated on the payment of any fee. Reasonable costs for expense incurred may be charged after an applicant has been accepted into the program.

Since the Board’s proposal relates to the Board’s administration of its own **pre-apprenticeship** training program requirements in accordance with statutory authority, it is unclear how this Labor Code relating to the prohibition on charging applicants “reasonable costs” would be related. Further, there should be no further expenses incurred for providing the pre-apprentice training by training providers, sponsors or schools since the Board is bearing the costs to provide this training (since the law does not authorize the Board to charge a fee for this service) to apprentice applicants as required by BPC section 7334.

F. Stephany Meyer notes former board staff encouraged programs to continue to deliver “the pre-apprenticeship curriculum until Barber Cosmo had developed its own”. The commenter also refers to BPC section 7334(c), noting the reduction disregards the intention of SB 803 (2021).

Response: The Board acknowledges the comment but makes no further edits to the text as the Board must comply with the statutory changes made by both SB 803 and AB 2196 (Chapter 527, Statutes of 2022), which set forth requirements for the Board to develop its own pre-apprenticeship training program and which it now has done. The Board has located nothing in the legislative history of either SB 803 or AB 2196 that would indicate that a reduction was not warranted. On the contrary, with the enactment of AB 2196, the Board notes that the Legislature struck the “minimum of 39 hours of preapprentice training” requirement from the statute (see prior version of BPC section 7334 (Stats.2021, Ch. 648 (SB 803)), and instead authorized this Board to establish the length of time. This indicates a legislative intent to defer setting the length of time for the pre-apprentice training to the discretion of this Board. For the reasons already noted above in prior responses, the Board believes the 2-hour requirement is sufficient to address all of its policy objectives.

G. Stephany Meyer notes they have included in this comment submission apprenticeship surveys completed by students in their program with personal feedback on “how this training has positively impacted their ability to perform confidently and competently”.

Response: The Board acknowledges the comment but makes no further edits to the text. The Board acknowledges receipt of 67 survey letters with personalized responses included within the survey questions, which are summarized and responded to separately below.

H. Stephany Meyer urges the Board to maintain the 39-hour pre-apprentice training, engage with stakeholders in collaborative discussion to address concerns and improvements, and evaluate the implications the proposed change will have on the industry.

Response: The Board acknowledges the comment but makes no further edits to the text. The Board has noticed this rulemaking proposal to engage all stakeholders regarding this proposal. As noted previously, the purpose of pre-apprentice training is to provide effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. This initial training gives potential apprentices a general overview to help them begin their on-the-job training while ensuring consumer safety. However, pre-apprentice training is not intended to cover detailed or in-depth topics, as these will be addressed during the on-the-job training. The Board reduced the current 39-hours of instruction to 2-hours to streamline and more effectively provide the required training to ensure apprentices receive effective training on the laws and regulations of the Board, basic patron protection, and sanitation and disinfection procedures. For the reasons already noted above in prior responses,

the Board believes this proposal is sufficient to address all of its policy and consumer protection objectives.

I. Stephany Meyer stated, “The proposed reduction compromises the integrity of our profession” and “requests the Board to prioritize the quality of the training over expediency and maintain” the existing pre-apprenticeship structure until a robust and equivalent alternative is in place.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons already provided in responses above. In addition, as noted in the Board’s last Sunset Review Report, the Board requested the authority to offer this training to address concerns that applicants for an apprenticeship license (applicants) were being overcharged for the training including reports that various applicants were being required to take the training more than once, thereby enabling program training providers and sponsors to charge students repeatedly for this training and at high costs. The Board has received numerous complaints from applicants regarding this practice and therefore sought legislative authority to develop a training program. This proposal would address what the Board believes is essential for safe practice under supervision as an apprentice while also addressing complaints by students that training providers were overcharging students. When developing the content for the course, the Board realized that this lower number of hours was sufficient to provide currency of knowledge in specified areas and for an individual to safely practice when they are also being trained on-the-job and continually supervised.

Listed below are the (67) student surveys Meyer mentions in comment #2.G. above. The Board acknowledges the surveys received but makes no further edits to the text for the following reasons:

General Response to All Survey Input:

The Board acknowledges the comments in all surveys from students but makes no further edits to the text. The Board appreciates the individualized input from students regarding their opinions on their current training program and concerns about the current Board proposal (as set forth below). However, since these issues were first raised in the Board’s last Sunset Report in 2018 (see Underlying Data), the Board’s overall concerns with the current pre-apprentice training model remain. This means an overhaul of the way current pre-apprentice training is being provided. In addition to the policy statements in prior responses above, this proposal is necessary to ensure future licensees are provided fair opportunities for licensure through the apprentice pathway. In its experience with enforcing this pre-apprenticeship training standard and in subsequent development of this program’s materials, the Board believes that this online course content and minimum 2-hour requirement will more effectively and sufficiently train applicants than the existing regulatory requirements, thus reducing barriers to licensure not necessary for the protection of the public.

(3) Comments from Angel Andrews:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Andrews selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Andrews selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Andrews selected “No” and provided a comment “in-person I get a better understanding than a video and feel more prepared.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Andrews provided a comment, “learning how to work with clients, different styles of hair textures and seeing how my trainer works in a day-to-day Barbershop career.”
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Andrews selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Andrews comment, “The pre-apprenticeship helps with the hands on learning and actual in shop experience before getting licensed. Learning care of clients building relationships and with the trainers that can show you on the job training for day to day.”

Response: The Board acknowledges the comments but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(4) Comments from Sasha Alvarez:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Alvarez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Alvarez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Alvarez selected “No” and provided a comment “No, b/c [because] 2 hours is not sufficient enough in order to go in dept of the importance of certain topics”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Alvarez provided a comment, “When in between clients it is crucial to understanding the importance of disinfection and sanitation, which I learned at apprenticeship.”
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Alvarez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Alvarez comment, “I think this program is crucial and the much better alternative to regular cosmetology school.”

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(5) Comments from Jesse Auna:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Auna selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Auna selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Auna selected “No” and provided a comment “The 39-hour in-person training is better because it is hands on, something you cannot learn or get a better understanding on unless you can ask questions.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Auna provided a comment, “One example would be how to properly clean all my barber tools and equipment. Another example would be if I needed help on a haircut or had any questions I could ask my peers.”

5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Auna selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Auna comment, "My experience as a barber apprentice has been great, I have met so many new people. Have made many new connections with different people and have learned way more because I'm able to be hands on."

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(6) Comments from Giovanni Ceballos:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Ceballos selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Ceballos selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Ceballos selected "No" and provided a comment "because I feel it helps more being hands on".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Ceballos provided a comment, "live sharing and situations".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Ceballos selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Ceballos comment, "I love this pre-apprenticeship it helped me learn a lot and learning how to properly sanitize after every client."

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(7) Comments from Ana Espinoza Gonzalez:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Espinoza Gonzalez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Espinoza Gonzalez selected “Yes, a pre-recorded video could effectively cover these aspects”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Espinoza Gonzalez selected “No” and provided a comment “I feel that as a hands-on learner it is vital for me to have on hands practice and knowledge”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Espinoza Gonzalez provided a comment, “Understand real world situations if things are not done correctly”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Espinoza Gonzalez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Espinoza Gonzalez did not provide a comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(8) Comments from Samuel P. Fernandes:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Fernandes selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Fernandes selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Fernandes selected “No” and provided a comment “because I feel it helps more being hands on”.

4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Fernandes provided a comment, “Dealing with people and their hair was very important for me to understand them to cater to their hair needs. Understanding the type of products (knowledge I gained in class) was very important for my professional life”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Fernandes selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Fernandes comment, “My experience is very positive since I can get a real feel of what working in a Barbershop is like, so I can be more secure of what I’m doing in the future.”

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(9) Comments from Andres Gonzalez:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Gonzalez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Gonzalez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Gonzalez selected “No” and provided a comment “nothing prepares you more than hands on practice”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Gonzalez provided a comment, “I learned how to properly sanitize and clean tools before and after every single service”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Gonzalez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:

- a) Gonzalez comment, "I've learned a lot from many other barbers which include techniques, steps and processes. Very good hands on practices to improve my barbering career. Amazing school!!!".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(10) Comments from Diana Lopez:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Lopez selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Lopez selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Lopez selected "No" and provided a comment "I would lose focus faster. There are also people who are hands on learners like me".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Lopez provided a comment, "Opened the opportunity to branch out and has helped me figure out what I would like to specialized once being done with apprentice program. Also has taught me how to work faster with efficiency".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Lopez selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Lopez comment, "Having one on one communication with the teacher, and has also helped branch out the meeting new people that can also give advice with their own experiences. Overall opens up new opportunities for growth".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(11) Comments from Fatema Mohebbi:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Mohebbi selected “Somewhat important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Mohebbi selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Mohebbi selected “No” and provided a comment “Because maybe we have a question or problem and in person is better”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Mohebbi provided a comment, “No, work in a salon”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Mohebbi selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Mohebbi comment, “No experience in a salon”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(12) Comments from David Ortega:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Ortega selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Ortega selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Ortega selected “Yes”.

4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Ortega provided a comment, "I know the 'blood exposure' procedures".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Ortega selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Ortega comment, "Fairly simple experience in the pre-apprenticeship".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(13) Comments from Valeria Perea:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Perea selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Perea selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Perea selected "No".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Perea provided a comment, "It has helped me not burn hair. What brands are good and healthy. How to treat customers".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Perea selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Perea comment, "It's helping me to learn more communication skills as well as being quick and clean and how to manage my time".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(14) Comments from Susana Pompa Mejia:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Mejia selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Mejia selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Mejia selected “No”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Mejia provided a comment, “Yes, I had a friend that came in for a hair color and I had to say no to her, because her hair was damage from current hair dye. I have learned that something you have to say no, that way safety for her and me. Didn’t want her hair falling off or anything else happening”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Mejia selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Mejia comment, “Being here has helped me learn a lot of things for the salon I am in. Also this school gives us the opportunity to work in a solon, so when we get our license we know how working in a solon is or if later on we want to manage our own salon”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(15) Comments from Isaac Ramirez:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Ramirez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Ramirez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Ramirez selected “No” and provided a comment “Because I am a hands on learner”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Ramirez provided a comment, “I learned how to carefully clean and disinfect an area when cutting a client using gloves, clippers and powder”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Ramirez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Ramirez comment, “I love the pre-apprenticeship program I have been super confident and better at working at a barber shop. I have also learned a lot about cleaning and disinfecting. The pre-apprenticeship has also helped me financially”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(16) Comments from Sofia Rivera:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Rivera selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Rivera selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Rivera selected “No” and provided a comment “It would not provide the same level, because there are many unanswered questions that are only specifically answered by a human.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Rivera provided a comment, “One of the many examples that I have is learning that all brands of color and bleach work differently. For example, using a different peroxide or even sometimes no peroxide, depending on different areas of the hair and porosity. My trainer taught me that.”

5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Rivera selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Rivera comment, "I have had a great experience in this academy. I'll be able to help my family pay rent while staying in school. Having to come only four hours a week has been extremely helpful for my job and financial situation."

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(17) Comments from David Salas:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Salas selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Salas selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Salas selected "No" and provided a comment "39 hour in person will be more engraved in your head and I feel makes more of an impact being in person".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Salas provided a comment, "When I accidentally nicked someone, I was able to know exactly what to do without panicking".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Salas selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Salas comment, "It helped me be more confident on ensuring the safety for each client I attend and have learned a lot to which I had thought I knew all of it".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(18) Comments from Carlos Rodriguez:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Rodriguez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Rodriguez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Rodriguez selected “No” and provided a comment “No because in person has help me grow and developed my skills”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Rodriguez provided a comment, “Its helped me follow proper protocols like knowing the proper ways of shaving and learning about chemicals and how to properly use them”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Rodriguez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Rodriguez comment, “Learned a lot of knowledge from barbers here and its helped me improve a lot”.

Response: The Board acknowledges the comment but makes no further edits to the text.

(19) Comments from Stephen Toledo:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Toledo selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Toledo selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?

- a) Toledo selected “No” and provided a comment “I don’t believe it could provide the same understanding because it’s important to ask questions to have a deeper understanding”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Toledo provided a comment, “This one walk-in came in with abrasions on the back of his head. I learned that I can’t cut hair with cracked skin. Especially when they bleed. I politely told him that I can’t do a hair service for his safety. He came back with healthier skin, happy client”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Toledo selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Toledo comment, “Pre-apprenticeship has set me up really good for my barbering career. Helped me with experience and learning real life situations. Way better than traditional barber school”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(20) Comments from Ruben Urbalejo:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Urbalejo selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Urbalejo selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Urbalejo selected “No”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Urbalejo provided a comment, “Not knowing how to handle a client of to properly handle hair and tools Barbershop Apprenticeship is 100% better
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Urbalejo selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:

- a) Urbalejo comment, "Leave the Apprenticeship program alone ITS WORTH IT!".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(21) Comments from Johnathan Villanueva:

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Villanueva selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Villanueva selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Villanueva selected "No" and provided a comment "Its always nice to have someone personally be there and teach you if you have any questions".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Villanueva provided a comment, "When you are a beginner it is nice to have someone next to you helping/teaching you step by step if you get stuck you have someone to guide you and teach you how to do better and improve yourself".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Villanueva selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Villanueva comment, "I like how everyone helps each other in class. We learn different techniques and how to better ourselves".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(22) Comments from Maria Magdalena Cruz (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Cruz selected "Somewhat important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Cruz selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Cruz selected "No".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Cruz provided a comment, "I learned to know my rights and responsibilities within the beauty salon that I did not know before."
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Cruz selected "False, there would be no negative impact on safety or quality".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) No comment.

Response: The Board acknowledges the comment but makes no further edits to the text.

(23) Comments from Ferney Camilo Franco A (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Franco selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Franco selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?

- a) Franco selected “No” and provided a comment “No because it is more effective to discuss and educate the conclusions in person of the topics seen in class.”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Franco provided a comment, “to be able to correct errors such as poorly made cuts by colleagues”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Cruz selected “True, safety and quality would be negatively affected”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) No comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(24) Comments from Ma Isabel Kim (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Kim selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Kim selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Kim selected “No” and provided a comment “No because I wouldn’t learn from other classmates”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Kim provided a comment, “Personally, I have learned more from the anecdotes of the teach and my classmates regarding hygiene safety”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Kim selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Kim comment, “My experience has been good, I learn from everyone”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(25) Comments from Jesus Eduardo Ordeno Guzman (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Ordeno Guzman selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Ordeno Guzman selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Ordeno Guzman selected “No” and provided a comment “Because it is necessary to develop the topics well that are of regular interest and learn from others”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Ordeno Guzman provided a comment, “I have had to solve more detailed hair charts to apply the experience that I have gained over the years”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Ordeno Guzman selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Ordeno Guzman comment, “The importance of essentials classes is to share each other’s experiences and learn from each other and absorb the teaching of the teachers”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(26) Comments from Christian Castaneda (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Castaneda selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Castaneda selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Castaneda selected “No” and provided a comment “Because if I had a doubt, I couldn’t ask questions and solve it”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Castaneda provided a comment, “The management of chemical substances”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Castaneda selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Castaneda comment, “The learning is very complex, and I can solve my doubt and learn new things”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(27) Comments from Eduardo Castaneda (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Castaneda selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Castaneda selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Castaneda selected “No” and provided a comment “I learn best in a one-on-one relationship”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Castaneda provided a comment, “The management of chemicals in different circumstances”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Castaneda selected “True, the safety and quality would be negatively impacted”.

6. Share or comment on you experience in the pre-apprenticeship:
 - a) Castaneda comment, “Learning comes from various sources, both from books and teachers and the opinions or experience of the students themselves”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(28) Comments from Rosa Suarez Lopez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Suarez Lopez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Suarez Lopez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Suarez Lopez selected “No” and provided a comment “Because we all participate on the topics we discuss in class”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Suarez Lopez provided a comment, “I learned about hygiene and about the rights as a barber and worker”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Suarez Lopez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Suarez Lopez comment, “For me it was a positive experience in my learning as a barber. It is important to know everything explained in my class. It is important to learn everything physically”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(29) Comments from Estela Garcia Flores (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Garcia Flores selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Garcia Flores selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Garcia Flores selected “No” and provided a comment “The amount of attention, focus and participation of opinions are different than face-to-face training”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Garcia Flores provided a comment, “Examples of hygiene I learned to have more responsibility for contagious diseases”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Garcia Flores selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Garcia Flores comment, “Learn a lot about hygiene, worker protection, how you handle chemicals (SDS (CADSHA), ergonomics, postures, tools, etc very essential to have specific knowledge when entering the world of the industry”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(30) Comments from Sara Vargas (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Vargas selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Vargas selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Vargas selected “No” and provided a comment “The amount of attention, focus and participation of opinions are different than face-to-face training”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Vargas provided a comment, “Know of hygiene rules. Knowledge of OSHA, knowledge of employee-client interaction, professional standards, and knowledge of specific techniques”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Vargas selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Vargas comment, “The most important thing is to master everything related to customer service and all the knowledge of hygiene rules given by OSHA, labor safely, regulation laws of Barbering and cosmetology, work situation, employment rules and commitment to knowledge on how to develop haircuts, dyes, straightening, hairstyles etc. this knowledge is important.”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(31) Comments from Delson David (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) David selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) David selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) David selected “No” and provided a comment “A video is only material and presential are both. I say that they are not the same for example in the case when you are doing a dune braid dye in the video, they can teach you how to do them and in the present they will practice doing it.”.

4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) David provided a comment, “for your safety and the safety of customers, you must clean the work equipment after each cut to keep it clean or safely treat all customers”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) David selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) David comment, “from my experience I can say it is very importance because it will teach you some very important points, for example how you should treat a client. The precautions you must take to ensure the safety of the client salon and the products”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(32) Comments from Jesus Eden Madina Garcia (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Madina Garcia selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Madina Garcia selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Madina Garcia selected “No” and provided a comment “No because the instructors’ explanations were consistently precise and better explained and I achieved a positive impact on my learning”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Madina Garcia provided a comment, “The disinfection and cleaning with the bases to form a professional and that learning will help us in the future”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Madina Garcia selected “True, the safety and quality would be negatively impacted”.

6. Share or comment on you experience in the pre-apprenticeship:
 - a) Madina Garcia comment, "It was very interesting that I prepared myself for both disinfection and cleaning and learning is basic for future professionals and for when we obtain a pre-license or license".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(33) Comments from Anthony Calderon (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Calderon selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Calderon selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Calderon selected "No" and provided a comment "Because there are fewer hours and there would not be a way to resolve doubts and not everyone has the same compression capacity".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Calderon provided a comment, "the way to correctly disinfect my instruments step by step since I often skipped some steps because I didn't know about it".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Calderon selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Calderon comment, "To date the teachers have been very good at really explaining each topic in depth and making sure that everyone understood it 100%".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(34) Comments from Isaias Roman Romero (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Romero selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Romero selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Romero selected “No”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Romero provided a comment, “To disinfect in a barbershop, it is important to clean and sterilized all tools and surfaces that come into contact with the client before each use”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Romero selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
Romero comment, “the pre-learning experience has been excellent because I have shared it with all my classmates, and I have had a great time. I have enjoyed each and every one of the classes, the teacher has been very good to us because she teaches everything with a lot of patience and dedication, and we also have fun. I thank my teacher for everything she does for us always educating us to be excellent barbers”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(35) Comments from Lithzy Adali Abril Macias (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Abril Macias selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?

- a) Abril Macias selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Abril Macias selected “No” and provided a comment “No, because if you have a doubt, the teacher clarifies it at the moment”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Abril Macias provided a comment, “You give yourself confidence to work in the classroom by going to school knowing that you already have enough practice”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Abril Macias selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Abril Macias comment, “Very good experience since the teacher explains and clarifies all doubts”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(36) Comments from Maria Sosa (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Sosa selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Sosa selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Sosa selected “No” and provided a comment “Being interacted in person answers doubt that my exist at that moment”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Sosa provided a comment, “To be able to practice at the moment the application and new hair styling techniques and be able to work on them

at the moment with technical knowledge and practice, the same in preparation of chemicals”.

5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Sosa selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Sosa did not share additional comments.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(37) Comments from Jessica Lizzettee Rios Nuñez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Rios Nuñez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Rios Nuñez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Rios Nuñez selected “No” and provided a comment “One pays more attention to a teacher who is in person”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Rios Nuñez provided a comment, “When cutting a client during a manicure he needs to follow the safety measures”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Rios Nuñez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Rios Nuñez comment, “I am completely satisfied. I feel totally capable in what I have learned”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(38) Comments from Yenifer Perez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Perez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Perez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Perez selected “No” and provided a comment “No, it is not the same in person and being able to ask the teacher and he can answer our questions”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Perez provided a comment, “Disinfecting and sanitize our instruments and prevent spreading infections”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Perez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Perez comment, “For me I am more focused in a classroom than being in a place where I can easily get distracted”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(39) Comments from Emily Gomez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Gomez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Gomez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Gomez selected “No” and provided a comment “When I do not understand the material being present and asking the instructor is essential for training”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Gomez provided a comment, “Disinfection and sanitizing the instruments to prevent infections and their spread”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Gomez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Gomez comment, “Being in person for me was very important simply because of the environment. Being at home where there are a thousand distractions is not the same as being in a classroom focused on learning”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(40) Comments from Yolanda Alcocer (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Alcocer selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Alcocer selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Alcocer selected “No” and provided a comment “Because this one will not resolve my doubts lake a teacher who can guide me and give me an overview with many examples like me teacher does”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Alcocer provided a comment, “Seeing every day feeling and working with different types of hair and texture, asking my instructor and the owner of

the salon on how to manage and observing my boss and the teacher are experiences that is not going to help me”.

5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Alcocer selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Alcocer comment, “one day a client came in and wanted a color touch-up, where she had a discoloration, so the owner of the salon suggested she wait since she had very little growth, not enough to perform the procedure. The person left angry with the cost that was not appropriate for the client. The owner remained firm and decided not to carry out the procedure. I was surprised by his kindness and firmness. This was a great experience for me”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(41) Comments from Ana Lila Vega (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Vega selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Vega selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Vega selected “No” and provided a comment “Because they can’t answer my questions”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Vega provided a comment, “Work with a professional, consult with the clients and how to deal with problems in the salon specific to the client”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Vega selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Vega comment, “Learning comes from various sources, both from books and teachers and the opinions or experience of the students themselves”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(42) Comments from Adriana Rosas Gonzalez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Rosas Gonzalez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Rosas Gonzalez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Rosas Gonzalez selected “No” and provided a comment “Because it is important to ask direct questions to the teacher for a complete understanding”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Rosas Gonzalez provided a comment, “To resolve any situation with chemical products, consults with clients etc.”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Rosas Gonzalez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Rosas Gonzalez comment, “The teacher clarifies any doubts on any topic”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(43) Comments from Cynthia Arredando Nuñez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Arredando Nuñez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Arredando Nuñez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Arredando Nuñez selected “No” and provided a comment “It is important to interact and ask the teacher for the correct information that cannot be answered in the video”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Arredando Nuñez provided a comment, “the practical experience is always the reality of any problem in the hair, scalp, skin nails including work material due to the technological difference or on mannequins, which does not present the importance of the activating the right techniques”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Arredando Nuñez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Arredando Nuñez no comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(44) Comments from Jeannette Quinonez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Quinonez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Quinonez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Quinonez selected “No” and provided a comment “Because it will not resolve my doubts as with a qualified teacher”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Quinonez provided a comment, “To work with professional line, to treat all types of hair, and resolve real situations in the hair with clients from washing the hair to how to dry it and plan to apply products”.

5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Quinonez selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Quinonez no comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(45) Comments from Lizbeth Argujo Pulido (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Argujo Pulido selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Argujo Pulido selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Argujo Pulido selected "No" and provided a comment "A video will never replace a class".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Argujo Pulido provided a comment, "to know how to do a correct procedure with bleach or a client could need a corrector procedure thanks to my knowledge".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Argujo Pulido selected "True, the safety and quality would be negatively impacted".
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Argujo Pulido comment, "The teachers always resolve doubts before practicing it in a salon".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(46) Comments from Olga Coronel Palanco (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Coronel Palanco selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Coronel Palanco selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Coronel Palanco selected “No” and provided a comment “I wouldn’t confidently understand”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Coronel Palanco provided a comment, “Each topic discussed in the classroom is of utmost importance in knowledge and understanding”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Coronel Palanco selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Coronel Palanco comment, “I have gained more still in the entire area of cosmetology thanks to the safety and quality practices in the classroom”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(47) Comments from Alejandra Reyes M (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Reyes M selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Reyes M selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?

- a) Reyes M selected “No” and provided a comment “In-person learning gives me more knowledge and confidence in customer service”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Reyes M provided a comment, “The practices and advice from the teacher and colleagues make me feel more confident to practice in the salon”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Reyes M selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Reyes M comment, “Coming to school helps me to practice and share our knowledge when doing any type of work in the classroom and thus feeling more confident when doing it in person”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(48) Comments from Jocelyn Saldana (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Saldana selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Saldana selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Saldana selected “No” and provided a comment “Since as a group we also resolve doubts, and an instructor has a broader perspective since they have had different experiences and can advise more”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Saldana provided a comment, “Since everything is new and we do not know how to work in a salon, the experience of the instructors is extremely important since it helps us to have a broader perspective regarding working in the salon”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?

- a) Saldana selected “True, the safety and quality would be negatively impacted”.
- 6. Share or comment on you experience in the pre-apprenticeship:
 - a) Saldana comment, “It has helped me a lot to listen to the instructors experiences as it helps me feel more confident when working in the salon”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(49) Comments from Veronica Astorga (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Astorga selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Astorga selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Astorga selected “No” and provided a comment “Especially when you have the obligation to come to school and comply with the schedule and therefore you can focus more and if you have questions you can ask”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Astorga provided a comment, “There are many basic steps that are in the book, that they don’t teach you in the salon”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Astorga selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Astorga comment, “I can learn from my classmates and my teachers”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(50) Comments from Yiny Muñoz (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Muñoz selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Muñoz selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Muñoz selected “No” and provided a comment “I don’t like videos, but I will provide the same information and confidence by having someone who will explain this to you and yes with greater experience”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Muñoz provided a comment, “The teacher will share her experiences, methods and knowledge which are quite important when working in the salon and their tips”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Muñoz selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Muñoz comment, “For me it is very important to go to class to focus on what I don’t know with the guidance of the teacher, his experience and practices by having someone who can help and teach me in person, questions and doubts and knowledge”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(51) Comments from Guadalupe Cuellar (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Cuellar selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?

- a) Cuellar selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Cuellar selected “No” and provided a comment “No, it is not the same thing to be watching a pre-recorded video as it is to have a teacher there to explain any doubts about learning in class”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Cuellar provided no comment.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Cuellar selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - a) Cuellar comment, “face to face classes help more easily to learn in class and in practice to prepare in everything”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(52) Comments from Karina Martinez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Martinez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Martinez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Martinez selected “No” and provided a comment “I can’t ask questions”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Martinez provided a comment, “The knowledge the school has given me gives me confidence in the salon”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?

- a) Martinez selected “True, the safety and quality would be negatively impacted”.
- 6. Share or comment on you experience in the pre-apprenticeship:
 - a) Martinez comment, “If you don’t understand something, the teachers can repeat the information to you again and you can also learn from other people in class”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(53) Comments from Valeria Denise Cerda Soria (survey responses were translated from Spanish to English as follows):

- 1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Cerda Soria selected “Extremely important”.
- 2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Cerda Soria selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
- 3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Cerda Soria selected “No” and provided a comment “Because we will not be able to resolve our doubts and I would not learn as well”.
- 4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Cerda Soria provided a comment, “I learn day by day even more than what I am learning in classes because I improve my knowledge more accompanied by experts in the business”.
- 5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Cerda Soria selected “True, the safety and quality would be negatively impacted”.
- 6. Share or comment on you experience in the pre-apprenticeship:
 - a) Cerda Soria comment, “I learn a lot in other matters such as hair, nails, eyelashes, and others because I like what they are teaching consistently. It is always best to go to school, you learn more and also by going to work in the salon, we become experts and have more knowledge in the area”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(54) Comments from Maria Dolores Garcia Ruciles (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Garcia Ruciles selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Garcia Ruciles selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Garcia Ruciles selected “No”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Garcia Ruciles provided a comment, “The information that a peroxide with more than 40 vol. can cause serious damage to the clients hair and skin.”
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Garcia Ruciles selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Garcia Ruciles provided no comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(55) Comments from Yusef Aguilas Ramirez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Aguilas Ramirez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Aguilas Ramirez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Aguilas Ramirez selected “No”.

4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Aguilas Ramirez provided no comment.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Aguilas Ramirez selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Aguilas Ramirez comment, "For me, the fundamental classes are very important because they can clear up any doubts regarding the topics".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(56) Comments from Deymi Yutzi Aguila Ortiz (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Aguila Ortiz selected "Extremely important".
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Aguila Ortiz selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Aguila Ortiz selected "No" and provided a comment "No, because a video cannot replace practice".
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Aguila Ortiz provided a comment, "The proper use of work tools, customer care and health".
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Aguila Ortiz selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Aguila Ortiz comment, "In my experience it was an introduction to how to ensure the clients health. They also gave us information about organizations that protect us as the workers".

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(57) Comments from Jaan Carlos Delgado Hernandez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Delgado Hernandez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Delgado Hernandez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Delgado Hernandez selected “No”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Delgado Hernandez provided a comment, “Permanent / client care / infections”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Delgado Hernandez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Delgado Hernandez comment, “Very good”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(58) Comments from Maria Diaz Torres (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Diaz Torres selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Diaz Torres selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Diaz Torres selected “No” and provided a comment “Because the explanations are broader and with examples”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Diaz Torres provided a comment, “Cleaning disinfection and sterilization because a client has skin infection”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Diaz Torres selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Diaz Torres comment, “Very good! The books and explanations are very good, you learn from the most basic to the most important”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(59) Comments from Rolin Sainvil (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Sainvil selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Sainvil selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Sainvil selected “No” and provided a comment “Cleaning and disinfecting of tools and cutting hair”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Sainvil provided no comment.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Sainvil selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:

- a) Sainvil comment, “To learn quickly to practice hair”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(60) Comments from Patricia Garcia (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Garcia selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Garcia selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Garcia selected “No”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Garcia provided a comment, “The proper way to disinfect our work tools”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Garcia selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Garcia comment, “It has prepared me more about the rules and what I should do in my salon, starting with cleanliness and the proper way to work in my work area”.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(61) Comments from Jose David Servin Hernandez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Servin Hernandez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?

- a) Servin Hernandez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Servin Hernandez selected “No” and provided a comment “Because a 2hr video cannot replace an explanation and topics that take 3 hours”.
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Servin Hernandez provided a comment, “I learned to disinfection and cleaning system that I had no knowledge of how to do”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Servin Hernandez selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Servin Hernandez provided no comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(62) Comments from Ariadna Alvarado (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Alvarado selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Alvarado selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Alvarado selected “No” and provided a comment “Because in class they can resolve doubts that you have in that moment.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Alvarado provided a comment, “I have learned about women’s services like some haircuts”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?

- a) Alvarado selected “True, the safety and quality would be negatively impacted”.
- 6. Share or comment on your experience in the pre-apprenticeship:
 - a) Alvarado provided no comment

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(63) Comments from Alejandra Rivera (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Rivera selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Rivera selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Rivera selected “No.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Rivera provided a comment, “I didn’t know that peroxide over 40 was illegal and can cause damage”.
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - b) Rivera selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on your experience in the pre-apprenticeship:
 - b) Rivera comment, “I can learn from my instructors and trainer and also my classmates.”

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(64) Comments from Isis Gutierrez Lara (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Gutierrez Lara selected “Extremely important”.

2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Gutierrez Lara selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - b) Gutierrez Lara selected “No” and provided a comment, “It is better to acquire knowledge in a certain amount of time so that you can learn better and not become saturated with information.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Gutierrez Lara provided a comment, “I learned that I can’t use talc powders and I used them before.”
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Gutierrez Lara selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Gutierrez Lara provided no comment.

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(65) Comments from Liliana Garcia Tejeda (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Garcia selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Garcia selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Garcia selected “No” and provided a comment, “for the feedback of the questions.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:

- a) Garcia provided a comment, "In addition to the situations suggested by the instructor, it occurred and I already knew what to do thanks to his examples."
- 5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Garcia selected "True, the safety and quality would be negatively impacted".
- 6. Share or comment on you experience in the pre-apprenticeship:
 - a) Garcia comment, "practice in a supervised environment helped me feel more confident."

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.

(66) Comments from Yolanda L. Chaves R. (survey responses were translated from Spanish to English as follows):

- 1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Chaves R. selected "Extremely important".
- 2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Chaves R. selected "No, a pre-recorded video would not effectively replace hands-on practice and live feedback".
- 3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Chaves R. selected "No."
- 4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Chaves R. provided a comment, "Yes, of course, when one does not understand they explain to us the same for a chemical application it is better for them to explain and teach us so that we can do the right thing for the client."
- 5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Chaves R. selected "True, the safety and quality would be negatively impacted".
- 6. Share or comment on you experience in the pre-apprenticeship:
 - a) Chaves R. comment, "I like to have an instructor for anything we don't understand, they explain to us and show us the facts way better than a video."

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(67) Comments from Jorge E. Solis Garcia (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Solis Garcia selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Solis Garcia selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Solis Garcia selected “No” and provided a comment, “It is better in person because in the video it doesn’t give the same corresponding seriousness.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Solis Garcia provided a comment, “In terms of cleanliness and order, it has to have labels and everything put in its space.”
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Solis Garcia selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Solis Garcia comment, “When it comes to safety and hygiene, the learning I acquired was extremely important.”

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(68) Comments from Felipe Flores (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Flores selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Flores selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.

3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - a) Flores selected “No” and provided a comment, “The guidance of a teacher is very important since we can ask questions and practice in the moment of doubt, personally it was very helpful to me.”
4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Flores provided a comment, “I had trouble identifying the OSHA Department and the teacher told me that each acronym means something like that I learned it.”
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - a) Flores selected “True, the safety and quality would be negatively impacted”.
6. Share or comment on you experience in the pre-apprenticeship:
 - a) Flores comment, “This program I have learned many safely measures that I thought had mastered in face to face class. They teach us the correct way to carry out safely measures and we can learn more effectively than in a video.”

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the “General Response to All Survey Input” noted above.

(69) Comments from Vicky Gonzalez (survey responses were translated from Spanish to English as follows):

1. How important was hands-on experience and real-time instructor feedback during your pre-apprenticeship training in helping you feel confident and prepared for salon work?
 - a) Gonzalez selected “Extremely important”.
2. Do you believe the key aspects of pre-apprentice training such as live instructor explanations and feedback can be effectively replaced by a pre-recorded video?
 - a) Gonzalez selected “No, a pre-recorded video would not effectively replace hands-on practice and live feedback”.
3. Do you feel that a 2-hour pre-recorded video would have provided you with the same level of understanding and skill as the 39-hour in-person pre-apprentice training?
 - b) Gonzalez selected “No” and provided a comment, “Because in a video class you don’t learn the same as in a face to face class, where you can ask questions directly to the teacher and have the teacher advise and correct you.”

4. Can you share an example of a situation in your current salon or barbershop work where knowledge from the in-person pre-apprentice training was crucial to your performance or safety:
 - a) Gonzalez provided a comment, "its good because they don't teach you how to give better customer service and how to keep everything clean for the clients."
5. If in-person training were removed, do you believe the safety and quality of work in the beauty industry would be negatively impacted?
 - b) Gonzalez selected "True, the safety and quality would be negatively impacted".
6. Share or comment on you experience in the pre-apprenticeship:
 - b) Gonzalez comment, "Everything is good but there should be a fewer hours that we have to do in a salon for a license, since we already do 3200 hours it is too much which I consider they should give you the license."

Response: The Board acknowledges the comment but makes no further edits to the text for the reasons set forth in the "General Response to All Survey Input" noted above.



BUSINESS, CONSUMER SERVICES, AND HOUSING AGENCY • GAVIN NEWSOM, GOVERNOR
DEPARTMENT OF CONSUMER AFFAIRS • BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
Phone: (800) 952-5210 Email: barbercosmo@dca.ca.gov
Website: www.barbercosmo.ca.gov



MEMORANDUM

DATE	February 10, 2025
TO	Members, Board of Barbering and Cosmetology
FROM	Kristy Underwood, Executive Officer
SUBJECT	14(f) Discussion and Possible Action to Consider Changes to Previously Proposed Text and Reauthorization of Initiation of a Rulemaking to Amend Title 16, CCR section 931 (Interpreters for Licensing Exams)

Background

- Title 16, California Code of Regulations (16 CCR) section 931(d) currently states:
A person shall be allowed to act as an Interpreter only once in two (2) years in any examination.

Interpreters have requested that the Board of Barbering and Cosmetology (Board) permit interpreters to serve more frequently than once every two years. Many exam candidates relocate to California from other states and countries, speaking languages for which the exam is not available. These candidates often face challenges in finding an interpreter who is familiar with the specific terminology used in barbering and cosmetology.

On February 26, 2024, the Board approved staff to prepare proposed regulation to modify the interpreter requirements, allowing interpreters to serve once per year instead of once every two years. Staff were instructed to present the proposed regulation to the Board for approval after the related rulemaking package entitled "SB 803 Clean-Up", CCR sections 904 et seq., was approved by the Office of Administrative Law, to avoid running concurrent rulemaking packages that may have delayed SB 803 Clean-Up approval process.

Discussion

Following legal review, Regulation Counsel suggested clarifying language. As a result, this proposal is being brought back to the Board to request approval of revisions suggested by Counsel to the proposed regulatory language from the Board approved February 26, 2024, meeting. The proposal would specify that a person shall be allowed to act as an Interpreter only *once per year*, in any examination. In addition, a definition was added to specify that “once per year” means the person has not acted as an interpreter in any Board licensing exam within the last twelve (12) months preceding the date of their signature on the application.

In addition, the proposal revises the Application to Use an Interpreter (Form #03A-126 (~~NewRev.0602/20242025~~)) to align the application with the revised “once per year” standard that includes updating the interpreter background question and the qualifying criteria listed on the application. No fee is authorized to be collected for this application.

Action Needed

Staff requests that the Board review the attached proposed regulatory language, including revised Application to Use an Interpreter (Form #03A-126 (~~NewRev.0602/20242025~~)), and, if no further changes are recommended, move the motion provided below.

Attachments included for reference:

1. Proposed Regulatory Language amending 16 CCR section 931.
2. Proposed modified form “Application to Use an Interpreter (Form #03A-126 (~~NewRev.0602/20242025~~)), incorporated by reference at 16 CCR Section 931.

Recommended Motion

I move to rescind the Board’s prior motion on February 26, 2024, and instead approve the proposed regulatory text for title 16, CCR Section 931 as set forth in **Attachments 1 and 2**, and direct staff to submit the text to the Director of the Department of Consumer Affairs and the Business, Consumer Services, and Housing Agency for review. If the Board does not receive any objections or adverse recommendations specifically directed at the proposed action or to the procedures followed by the Board in proposing or adopting this action, authorize the Executive Officer to take all steps necessary to initiate the rulemaking process, make any non-substantive changes to the package, and set the matter for a hearing if requested. If no objections or adverse recommendations are received during the 45-day comment period and no hearing is requested, authorize the Executive Officer to take all steps necessary to complete the rulemaking and adopt the proposed regulations at Section 931 as noticed.

**DEPARTMENT OF CONSUMER AFFAIRS
TITLE 16. BOARD OF BARBERING AND COSMETOLOGY**

**PROPOSED REGULATORY LANGUAGE
Interpreters for Licensing Exams**

Legend:	Added text is indicated with an <u>underline</u> . Omitted text is indicated by (* * * *) Deleted text is indicated by strikeout .
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Amend section 931 of Division 9 of Title 16 of the California Code of Regulations to read as follows:

Amend 931. Interpreter.

(a) An applicant for the barber, cosmetologist, hairstylist, esthetician, manicurist, or electrologist examination may use an Interpreter during examination if the applicant is unable to speak, read, or write in the English, Korean, Spanish, Vietnamese, or Simplified Chinese languages at a 10th grade level and, if the applicant and/or the interpreter complies with the requirements of subsections (c), (d), (f), (h), (i), and (j), as applicable.

(b) To request approval from the Board for an individual designated by the applicant to act as an Interpreter, the applicant shall file with the application for examination a completed form entitled "Application to Use an Interpreter" (Form #03A-126 (~~New Rev. 0602/2024~~2025)), which is hereby incorporated by reference.

(c) The Interpreter shall be a person who is fluent both in English and in the native language of the applicant and must certify to this fact in writing under penalty of perjury.

(d) A person shall be allowed to act as an Interpreter only once ~~in two (2) years per year~~, in any examination. For the purposes of this subsection, "once per year" means the person has not acted as an interpreter in any Board licensing exam within the last twelve (12) months preceding the date of their signature on the application specified in subsection (b).

(e) Disabled persons are entitled to access to examination activities in a manner that is equal to that offered non-disabled persons and reasonable accommodation will be provided all such persons with medically-certified documentation.

(f) The following persons are prohibited from acting as an Interpreter:

- (1) Persons less than 15 years of age.

(2) Persons who are current or former students in barbering, cosmetology, hairstyling, electrology, nail care, or skin care.

(3) Persons who are currently or have been formerly licensed as an operator or an instructor by this state or any other state in barbering, cosmetology, hairstyling, electrology, nail care, or skin care.

(4) Persons who are currently or have been formerly enrolled in a barber, cosmetologist, skin care, nail care, or electrology apprentice training program.

(5) Persons who are current or former owners or employees of any school of barbering, cosmetology, electrology, hairstyling, nail care, or skin care.

(g) For a period of one (1) year from the date that any person served as an Interpreter that person shall be ineligible to apply to the Board for a license in barbering, cosmetology, hairstyling, electrology, nail care, or skin care from which they provided Interpreter services.

(h) If the Board determines that any of the information furnished pursuant to this section is false in a material respect, it shall void the applicant's examination, if any.

(i) Persons who are only reading the examination to the applicant, but not interpreting to another language, will not be permitted to accompany the applicant into any examination.

(j) If the Board determines that an Interpreter is providing answers during the examination or any other material assistance to the applicant other than translating during the conduct of the examination, it shall disqualify the Interpreter and void the applicant's examination.

Note: Authority cited: Section 7312, Business and Professions Code. Reference: Sections 7338 and 7340, Business and Professions Code.



APPLICATION TO USE AN INTERPRETER INSTRUCTIONS

Complete this form in accordance with the instructions below and include additional pages and documents as necessary. The California Board of Barbering and Cosmetology (Board) cannot process the document unless all applicable requested information is provided. To request a designated interpreter's approval, this form must be completed in its entirety and submitted to the Board with the applicant's application for examination. Applicants shall complete **Section A** of this form first, and then the person designated by the applicant to act as an interpreter shall complete the rest of this form beginning at **Section B**.

APPLICATION TO USE AN INTERPRETER

SECTION A – APPLICANT INFORMATION (TO BE COMPLETED BY APPLICANT ONLY)

1. LICENSE TYPE: Check the box next to the type of license you are applying for.
2. SOCIAL SECURITY NUMBER/INDIVIDUAL TAXPAYER IDENTIFICATION NUMBER: Provide the last four (4) digits of your Social Security Number or Individual Taxpayer Identification Number.
3. DATE OF BIRTH: Provide your full date of birth (Month/Day/Year).
4. NAME: Provide your Last Name, First Name, and Middle Name (if applicable).
5. ADDRESS: Provide a mailing address where you would like to receive documents from the Board.
6. NATIVE LANGUAGE: Provide your native speaking language.
7. TELEPHONE NUMBER: Provide a current telephone number, including area code.
8. RECORDING CONSENT: Please indicate whether you agree that the Board may tape record the interpreting of the written examination and your conversation with the interpreter listed in Section B.
9. SIGNATURE OF APPLICANT: The applicant who completed **Section A** provides their signature and the date they signed the form (Month/Day/Year).

SECTION B – INTERPRETER INFORMATION (TO BE COMPLETED BY PROPOSED INTERPRETER ONLY)

10. NAME: Provide your Last Name, First Name, and Middle Name (if applicable).
11. ADDRESS: Provide a mailing address where you would like to receive documents from the Board.
12. DATE OF BIRTH: Provide your full date of birth (Month/Day/Year).
13. TELEPHONE NUMBER: Provide a current telephone number, including area code.

SECTION C – QUALIFYING CRITERIA (TO BE COMPLETED BY PROPOSED INTERPRETER ONLY)

14. QUALIFYING CRITERIA QUESTIONS: Check the box next to “Yes” or “No” in response to each of the questions listed in **Section C** to determine if you meet the Board's requirements to act as an interpreter for the applicant listed in **Section A**.
15. SIGNATURE OF PROPOSED INTERPRETER: The proposed interpreter who completed **Section B** and **Section C** provides their signature and the date they signed the form (Month/Day/Year).

Notice to Applicants

WHO CAN REQUEST AN INTERPRETER?

If an applicant has qualified for the barber, cosmetologist, manicurist, esthetician, hairstylist or electrologist examination and cannot read, speak, or write in the English language at a 10th grade-level, the applicant may request authorization from the Board of Barbering and Cosmetology (Board) to use an interpreter for most languages except those languages in which the Board makes the written examination available (please see below section on “Korean, Spanish, Vietnamese, or Simplified Chinese Speaking Applicants”). An interpreter may be requested for the barber, cosmetologist, hairstylist, esthetician, electrologist and manicurist exams. The Board does NOT provide interpreters.

KOREAN, SPANISH, VIETNAMESE, OR SIMPLIFIED CHINESE SPEAKING APPLICANTS:

The examination for barbering, cosmetology, electrology, esthetician, and manicurist is available in English, Spanish, Korean, Vietnamese, and Simplified Chinese. An interpreter may not be used if the examination is available in the applicant’s native language.

THE FOLLOWING PERSONS ARE PROHIBITED FROM ACTING AS AN INTERPRETER:

- Persons less than 15 years of age.
- Persons who are current or former students in barbering, cosmetology, hairstyling, electrology, nail care, or skin care.
- Persons who are currently or have been formerly licensed as an operator or an instructor by this state or any other state in barbering, cosmetology, hairstyling, electrology, nail care, or skin care.
- Persons who are currently or have been formerly enrolled in a barber, cosmetologist, skin care, nail care, or electrology apprentice training program.
- Persons who are current or former owners or employees of any school of barbering, cosmetology, electrology, hairstyling, nail care, or skin care.
- Persons who have acted as an interpreter within the past two years~~past two years~~ twelve (12) months preceding the date of their signature on this application, regardless of the examination type.

WHAT FORMS MUST BE COMPLETED TO USE AN INTERPRETER?

The Board Application to use an Interpreter Form must be completed and sent to the Board with the application for examination. An applicant CANNOT use an interpreter if ANY of the following requirements are not met:

Applicant Requirements:

- Must fully complete **Section A** and submit to the Board with the application for examination.

Interpreter Requirements:

- Must fully complete **Section B**, fully complete and sign **Section C**, and return it to the applicant. By completing and signing this form, the interpreter is certifying under penalty of perjury under the laws of the State of California that he/she is fluent in both English and the native language of the applicant.

Upon the Board's evaluation and authorization of the request to use an interpreter, the Board will mail the applicant an admission letter that includes exam scheduling information that describes how the applicant may sign up for and schedule the licensing examination through the Board's examination administrator and return the "Authorization to use an Interpreter" section on page 7 of this form to the applicant who must present the form at the exam facility on the day of examination.

ON THE DAY OF THE EXAMINATION

At the examination facility, the applicant and the interpreter MUST:

- Each present one form of a current, government issued photographic identification (ID).
 - Acceptable forms of identification include:
 - Unexpired State Driver's License or Identification Card – any state
 - U.S. Military Identification Card, including:
 - Active Duty, Retiree, Reservist military ID card (DD Form 2 or 2 A)
 - Military Dependent ID Card
 - Unexpired Passport – any country
 - United States Citizenship and Immigration Services (USCIS) Issued Identification Card, including:
 - Employment Authorization Document (Form I-766)
 - Permanent Resident Card (Form I-551)
 - Certificate of United States Citizenship, including:
 - Form N-550, Certificate of Naturalization
 - Form N-560, Certificate of Citizenship

Applicants will not be able to take the exam without a current and unexpired ID for both the applicant and the interpreter.

IMPORTANT NOTES

- Interpreters are not permitted to read the examination to the applicant in English. The interpreter must interpret the examination in the applicant's native language.
- Interpreters may provide translation services ONLY. They may not help the applicant by providing "material assistance" including explaining, coaching, demonstrating, or giving answers. If it is determined that an interpreter is providing answers during the examination or any other material assistance to the applicant other than translating, the Board shall disqualify the interpreter and void the applicant's examination.
- For a period of one (1) year from the date that any person served as an Interpreter, that person shall be ineligible to apply to the Board of Barbering and Cosmetology for a license in barbering, cosmetology, hairstyling, electrology, nail care, or skin care from which they provided Interpreter services.

INFORMATION COLLECTION, ACCESS, AND DISCLOSURE

***This statement is for your information.** The Information Practices Act, Section 1798.17 of the Civil Code, requires the following information to be provided when collecting information from individuals.

AGENCY NAME: Board of Barbering and Cosmetology

TITLE OF OFFICIAL RESPONSIBLE FOR INFORMATION MAINTENANCE: Executive Officer

ADDRESS: 1625 N. Market Blvd., Suite 202, Sacramento, CA 95834

INTERNET ADDRESS: www.barbercosmo.ca.gov

TELEPHONE AND FAX NUMBERS: Phone: (916) 574-7570 Fax: (916) 575-7281

AUTHORITY WHICH AUTHORIZES THE MAINTENANCE OF THE INFORMATION: Business and Professions Code sections 7338 and 7340, and Title 16, California Code of Regulations section 931.

CONSEQUENCES OF NOT PROVIDING ALL OR ANY PART OF THE REQUESTED INFORMATION: It is mandatory that you provide all information requested. Omission of any item of requested information will result in the application being rejected as incomplete.

PRINCIPAL PURPOSE(S) FOR WHICH THE INFORMATION IS TO BE USED: The information requested will be used to determine qualifications for use of an interpreter during a Board licensing examination and to establish positive identification. Each individual has the right to review their files or records maintained on them by this agency, unless the records are exempted by section 1798.40 of the Civil Code.

ANY KNOWN OR FORESEEABLE DISCLOSURES WHICH MAY BE MADE OF THE INFORMATION: Your completed application becomes the property of the Board and will be used by authorized personnel to determine your eligibility for the use of an interpreter during the written licensing examination. Information on your application may be transferred to other governmental or law enforcement agencies.

SOCIAL SECURITY NUMBER (SSN): Disclosure of your social security number is mandatory. Section 30 of the Business and Professions Code and Public Law 94-455 [42 U.S.C.A. Section 405(c)(2)(C)] authorize collection of your social security number. Your social security number will be used exclusively for tax enforcement purposes, for purposes of compliance with any judgment or order for family support in accordance with section 17520 of the Family Code, or for verification of licensure or examination and where licensure is reciprocal with the requesting state. If you fail to disclose your social security number, you will be reported to the Franchise Tax Board, which may assess a \$100 penalty against you.



Entity/File# (Board Use Only)

APPLICATION TO USE AN INTERPRETER

SECTION A: APPLICANT INFORMATION (This section is to be completed by the applicant only.)

CHECK THE BOX FOR THE LICENSE TYPE YOU ARE APPLYING FOR:

BARBER COSMETOLOGIST HAIRSTYLIST ESTHETICIAN ELECTROLOGIST MANICURIST

Last 4 Digits of Social Security Number (SSN) or Individual Taxpayer Identification Number (ITIN) <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Date of Birth <input type="text"/> <input type="text"/> - <input type="text"/> <input type="text"/> - <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> Month Day Year
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Last Name	First Name	Middle Name
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Street Address	City	State	Zip Code
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My Native Language:	Telephone Number (<input type="text"/> <input type="text"/> <input type="text"/>) <input type="text"/> <input type="text"/> <input type="text"/> - <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
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Consent to Recording: I agree that the Board may tape record the interpreting of the written examination and my conversation with the interpreter listed in **Section B** during the examination. Yes No

CONSENT TO RECORDING REQUIRED TO USE AN INTERPRETER: Please note that if you and your interpreter listed in Section B do not check "Yes" in response to this question, your application will be denied.

I hereby certify under penalty of perjury under the laws of the State of California that all statements in Section A of this application are true and correct.

Signature of Applicant	Date (Month/Day/Year)
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SECTION B: INTERPRETER INFORMATION

(This section is to be completed by the proposed interpreter only. The applicant shall provide the interpreter this form with Section A already completed.)

Last Name		First Name		Middle Name	
Street Address		City	State	Zip Code	
Date of Birth □□-□□-□□□□ Month Date Year		Telephone Number (□□□) □□□-□□□□			

SECTION C: QUALIFYING CRITERIA - Please check the box "Yes" or "No" in response to the following questions to determine whether you meet the Board's requirements to act as an interpreter for the applicant listed in Section A above.

Are you fluent in the native language of the applicant (as listed in Section A of this application) and in the English language?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you acted as an interpreter for a Board examination within the last two <u>twelve (12) months</u> preceding the date of your signature on this application?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you at least 15 years of age?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you a current or former student in barbering, cosmetology, hairstyling, electrology, nail care or skin care?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you currently or have you been formerly licensed as an operator or instructor by this state or any other state in barbering, cosmetology, hairstyling, electrology, nail care, or skin care?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you currently or have you been formerly enrolled in a barber, cosmetologist, skin care, nail care or electrology apprentice training program?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you a current or former owner or employee of any school of barbering, cosmetology, nail care, skin care, hairstyling, or electrology?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Consent to Recording: I agree that the Board may tape record the interpreting of the written examination and my conversation with the applicant listed in Section A ("applicant") during the examination. CONSENT TO RECORDING REQUIRED TO ACT AS AN INTERPRETER: Please note that if you and the applicant listed in Section A do not check "Yes" in response to this question, the application will be denied.	<input type="checkbox"/> Yes <input type="checkbox"/> No

By signing this form, I acknowledge receiving notice of the following:

If the Board determines that any information provided on this form is false in a material respect the Board shall void the applicant's examination, if any. Persons who are only reading the examination to the applicant, but not interpreting to another language, will not be permitted. If the Board determines that I am providing the applicant with answers during the examination or any other material assistance other than translating during the conduct of the examination, the Board will disqualify me and void the applicant's examination.

I hereby certify under penalty of perjury under the laws of the State of California that all statements in Section B of this application are true and correct.

Signature of Proposed Interpreter

Date (Month/Day/Year)

*******THIS SECTION IS FOR BOARD USE ONLY*****
(DO NOT FILL OUT PRIOR TO YOUR EXAMINATION)
AUTHORIZATION TO USE AN INTERPRETER**

INTERPRETER INFORMATION

Last Name

First Name

Middle Name

Type of ID

ID Number

Date of Birth*

- -

Month

Date

Year

APPLICANT INFORMATION

Last Name

First Name

Middle Name

Type of ID

ID Number

Date of Birth*

- -

Month

Date

Year

Application Number

Exam Date

Exam Location

IMPORTANT NOTICE

The authorization on page 7 must be presented along with the admission letter at the time of the examination. The services of an interpreter will not be allowed without this authorization and a current and unexpired government issued photographic identification.

Acceptable forms of identification include: (1) Current and unexpired State Driver's License or Identification Card – any state; (2) U.S. Military Identification Card, including: (A) Active Duty, Retiree, Reservist military identification card (DD Form 2 or 2 A), or (B) Military Dependent identification Card; (3) Current and unexpired Passport – any country; (4) United States Citizenship and Immigration Services (USCIS) Issued Identification Card, including: (A) Employment Authorization Document (Form I-766) or (B) Permanent Resident Card (Form I-551); or, (5) Certificate of United States Citizenship, including: (A) Form N-550, Certificate of Naturalization or (B) Form N-560, Certificate of Citizenship. **NOTE***: Birth date is only used to distinguish applicants or interpreters.

Agenda Items
No. 15-16
No Attachments

Adjournment