



State of Connecticut
Latino and Puerto Rican
Affairs Commission

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**Testimony in support of Raised H.B. No. 6485 “An Act Concerning a
Barbershop Apprenticeship Program,” Friday, March 15, 2013 at 10:30 am in
Room 1D of the LOB**

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Clarisa Cardone

Good morning Senator Gerratana, State Representative Johnson, and honorable members of the Public Health Committee. My name is Werner Oyanadel, LPRAC Acting Executive Director of the Connecticut General Assembly’s Latino and Puerto Rican Affairs Commission (LPRAC). I am here to speak on behalf of all the board members of LPRAC in support of Raised H.B. No. 6485 “An Act Concerning a Barbershop Apprenticeship Program.”

The bill before you today, if adopted by the Connecticut General Assembly (CGA), would allow for a study to be conducted in consultation with the Public Health, Labor Department and LPRAC with the purpose of finding out the feasibility of establishing a new barbershop apprenticeship program within the Labor Department. In specific the report shall include the following information: (1) establishing a barbershop apprenticeship program, (2) the time period needed to establish such program, and (3) educational and professional experience requirements for apprentices participating in the program.

LPRAC is supportive of this language and we ask the committee to vote in favor of H.B. No. 6485; however, we ask you to consider the possibility of amending the language of the bill to actually create the barbershop apprenticeship program this year. LPRAC already met with all the stakeholders and already has a response to all the questions listed herewith.

1. Background information regarding barbershop apprenticeship programs in Connecticut

For instance, we already know that Connecticut used to recognize apprenticeship licensure of barbers. Prior to 1981, the law licensed three level of individuals – apprentice, journeyman, and manager barbers – currently, there is only one level of licensure which is called “master barber.” A 1980 “sunset review” report of the Board of Barber Examiners conducted by the Legislative Program Review & Investigations Committee noted that “...while traditionally barbering was learned through apprenticeship, formal education and training programs are now required for licensure.” Applicants according to a report conducted by the Office of Legislative Research (2010-R-0272) were eligible for an apprentice barber license if they were at least 16 years old, completed 1,500 hours of study at a Connecticut barber school (or an equivalent one approved by the board), and had sufficient knowledge of the trade and skills in preparing and using barber tools. Public Act 81-471 eliminated the distinctions between career levels in barbering (as well as

hairdressing and cosmetology), making it a single tier. As a result, all barbers now receive "master barber" licenses. However, in 2010 via Public Act 10-117, the legislature approved that barbers have their own exam and only need 1,000 of practice hours. These hours must be completed in an approved school, or if trained out-of-state, in a barber school or college whose requirements are equivalent to Connecticut's. Finally it retains the existing requirement that applicants also successfully pass a written examination in the state in which they are currently licensed.

2. Time frame needed to establish an apprenticeship program in Connecticut

According to the Director of the Apprenticeship Programs at the State of Connecticut Department of Labor, Mr. Vini Valenti the State Department of Labor is ready to roll-out a new barber apprenticeship program in our state if the Connecticut General Assembly passes legislation allowing DOL the ability to do so.

3. Educational and professional experience requirements for apprentices participating in the program.

The DOL already has several models that include the complete curriculum delineating both the educational and professional experience requirements for apprentices participating in their program at the DOL and I am attaching all the pertinent work process schedules to my testimony for your review.

For the record, LPRAC is supportive of this idea, after LPRAC Commissioner Lourdes Montalvo brought this issue to our attention a few years ago. Commissioner Montalvo explained to us that we have several young barbers in our state that are currently working without a barber's license that need opportunities to legalize their trade. The State is currently closing down all these businesses and while we at LPRAC do not want anyone practicing this trade without a license, we feel that this sad reality affecting disproportionately our community opens a great opportunity for the state to offer an alternative to closing down these businesses by way of an apprenticeship program. This DOL approved program would allow these young people to continue working on this trade under the tutelage of a master barber while they get all the schooling required by the State Department of Labor and pass a test provided by the State Department of Public Health. Apprenticeships are really good for business and for the state. Employers who invest the time to train and develop their employees through apprenticeships will build a highly skilled and motivated workforce providing a major boost to their business and helping them remain competitive in the market. The State would also benefit from the additional revenue collected by more individuals paying for their barbers apprentice permit and consequently their Master barber's permit – revenues that are currently not coming into our state coffers.

WORK PROCESS SCHEDULE

Occupational Title: BARBER
DOT Code: 330.371-010
AIMS Code: AIMS CODE: 0030

Occupational Description:

Provides customers with barbering services: Cuts, shapes, trims, and tapers hair, using clippers, comb, blow-out gun, and scissors. Applies lather and shaves beard or shapes hair contour (outline) on temple and neck, using razor. Performs other tonsorial services, such as applying hairdressings or lotions, dyeing, shampooing, singeing, or styling hair, and massaging face, neck, or scalp. Records service charge on ticket or receives payment. Cleans work area and work tools. Orders supplies. May sell lotions, tonics, or other cosmetic supplies.

On-The-Job Training:

	<u>APPROXIMATE HOURS</u>
1. Haircutting - Male and Female	550
a. Regular Taper Cutting-Male	150
b. Hairstyling Male, Female and Children	350
c. Shaving and Beard Trimming	50
2. Facials - Male and Female	50
3. Shampooing and Scalp Treatments	50
4. Sanitation and Disinfection of Instruments	50
5. Permanent Waving	450
a. Regular Perm	150
b. Partial Perm	50
c. Stac Perm	100
d. Natural Perm Curl	150
6. Coloring Hair - Male and Female	300
a. Full Color	150
b. Highlightening	50
c. Bleaching Complete	50
d. Frosting	50
7. Hair Relaxing	50
8. Hair Pieces	275
a. Selling	100
b. Fitting Both Types Plaster of Paris and Tape	75
c. Styling Cutting	50
d. Maintaining Upkeep	50

9.	Shop Management		125
	a.	Bookkeeping	
	b.	Psychology of Working with People	
	c.	Tax Service	
	d.	Stock, Supply Equipment Inventory	
10.	Professional Ethics		<u>100</u>
		Total	<u>2000</u>

RELATED INSTRUCTION

Subjects to be included in related and supplementary training program.

Safety 16 hours

Fundamentals (4 hours first year)
Trade Safety (12 hours second year)

Industrial and labor Relations 20 hours

History and Background (6 hours first year)
Current Laws and Practices (14 hours second year)

Chart and Diagram Studies

Mathematics

Fundamentals
Application to the Trade

Trade Theory and Practice

Tools, Machines and Equipment
Operation, Care and Maintenance
Materials of the Trade
Terminology
Theory of Jobs and Processes

Trade Science

History of the Trade
Technology of Jobs and processes
Physical Properties of Materials
Principles of Therapy
Principles of Massage
Principles of Sanitation
Principles of Business management

Other Related Courses as Necessary

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	<u>APPROXIMATE HOURS</u>
1. <u>THERAPY</u>	400
a. Sanitation - Hygiene	
b. Anatomy	
c. Trichology - Bacteriology - Antiseptics	
2. <u>SHAVING</u>	1000
a. Honing and Stropping Razors	
b. Sanitation and Cleanliness	
c. Shaving Faces and Necks	
3. <u>HAIRCUTTING</u>	2000
a. Sanitation and Cleanliness	
b. Use and Care of Shears and Clippers	
c. Learning the Styles of haircutting	
d. Cutting Hair	
e. Scalp Work	
f. Electric Therapy	
4. <u>SHAMPOOING, MASSAGING AND FACIALS</u>	600
a. Skin and Scalp Treatments	
b. Hair Conditioning	
Total	4000