

APPLICATION FOR WSATC RECOGNITION OF AN APPRENTICESHIP PREPARATION PROGRAM

Recognized Apprenticeship Preparation Programs are education and training programs which maintain formal articulation agreement(s) with one or more registered apprenticeship program sponsors. The purpose of the recognized preparation programs is to prepare participants for successful entry into registered apprenticeship programs. Preparatory programs are designed to increase the participation of underrepresented populations in registered apprenticeship. (WSATC Policy 2012-03 Sec. I B).

An apprenticeship preparation program may apply for recognition or continuing recognition from the WSATC. The WSATC may grant initial recognition for a period of up to 18 months, and continuing recognition for a period of up to three years. To apply for initial recognition, programs must have participants enrolled in training at the time of application, and provide individualized demographic data for the first/current cohort of participants. (WSATC Policy 2012-03 Sec. III).

SECTION 1: CONTACT INFORMATION AND PROGRAM SUMMARY

Name of Apprenticeship Preparation Program:

YouthForce Shear Start Barber Pre-Apprenticeship Program

Name of parent organization/organization that will administer the program:

Boys & Girls Clubs of King County

Contact Information:

Individual Authorized to Represent the Program

Name: Jessica Summerton-Moore

Organization: YouthForce, Boys & Girls Clubs of King County

Title: Program Director

Phone: 206-261-3834

Email: jsmoore@positiveplace.org

Mailing Address: 4520 Martin Luther King Jr Way S. Seattle, WA 98108

Physical Address: 31453 28th Ave S. Federal Way, WA 98003

Point of Contact for Outreach and Enrollment

Name: Jessica Summerton-Moore

Organization: Boys & Girls Clubs of King County

Title: YouthForce Program Director
Phone: (206) 261-3834
Email: jsmoore@positiveplace.org
Mailing Address: 4520 Martin Luther King Jr Way S, Seattle, WA 98108.
Physical Address: 31453 28th Ave S. Federal Way, WA 98003

Primary User of Apprentice Registration and Tracking System (ARTS) Portal

Name: Jessica Summerton-Moore
Organization: Boys & Girls Clubs of King County
Title: YouthForce Program Director
Phone: (206) 261-3834
Email: jsmoore@positiveplace.org
Mailing Address: 4520 Martin Luther King Jr Way S, Seattle, WA 98108.
Physical Address: 31453 28th Ave S. Federal Way, WA 98003

Summary of Preparatory Program

Please briefly summarize the following in three pages or less within Appendix A.

1. *Describe the organization that will be operating the preparatory training. If this is an existing organization, briefly describe its history and mission, and why apprenticeship preparation is a good fit.*
2. *Describe how the program will be funded. If the program's start-up is grant funded, describe your sustainability plan once the grant ends.*
3. *Describe the primary needs you have identified in your service area the program will address.*
4. *Describe the target populations and geographical area.*
5. *Describe the program. Please include the following:*
 - a. *The structure of preparatory program including the anticipated number of participants/cohorts per year and approximate duration of the program;*
 - b. *How the program will be staffed (i.e., instructors, administration, etc);*
 - c. *Participant support/resources during program; and*
 - d. *Apprenticeship navigation and articulation plan.*

6. *Describe the program outcomes. Please include the following if applicable.*
 - a. *Successful completion (required)*
 - b. *Industry recognized certificate(s)/certification(s)*
 - c. *Educational credit*
 - d. *Target articulation rate (required)*

7. *Please provide additional details, if any, you would like to share about your program (i.e. positives outcomes other than registered apprenticeship articulation, etc.)*

SECTION 2: PROGRAM PARTICIPANTS AND OUTCOMES - (WSATC Policy 2012-03 Sec. II B)

A minimum apprenticeship articulation goal, which shall be at least 15% of graduates. Articulation shall be measured at six months following the date program participants graduate, with the following exceptions:

- a. Programs serving actively enrolled K-12 participants may request articulation be measured at 12 months following the date of apprenticeship preparation program graduation; OR*
- b. Programs serving currently incarcerated individuals may request articulation be measured at 18 months following the date of apprenticeship preparation program graduation.*

The anticipated number of participants who will enroll in the preparatory program annually.

The specific requirements to complete the program (i.e., attendance, grades, test scores, skill demonstrations, certificate attainment, etc.).

The specific apprenticeship, industries and/or occupations program graduates will be prepared to enter.

Please respond in full to the questions below regarding your program’s participants and outcomes.

1. Occupations Trained: *Please describe the specific apprenticeship, industries and/or occupations program graduates will be prepared to enter:*

Students will receive skills and training intended for entry into an apprenticeship for barbering, specifically cutting, trimming, shampooing, styling hair, trimming beards, and giving shaves. Students will also receive training in hair styling, shampooing, and maintenance suitable for entry into an apprenticeship for cosmetology.

2. Target Articulation Rate: *Approximately what percentage of program graduates do you expect to enter into a registered apprenticeship following completion of your program?*

We expect an articulation rate of 15%.

3. Target Participant Population and Successful Articulation Timeframe: *Please select the option which best characterizes your program participant successful articulation timeframe. Please describe.*

- 6 Months**
- 12 Months** (*program serving actively enrolled K-12 participants*)
- 18 Months** (*program serving currently incarcerated individuals*)

As a program primarily serving actively enrolled K-12 participants, we request an articulation timeline of 12 months for K-12 students. For students not actively enrolled in secondary education, we request a 6-month articulation timeline.

4. *How many participants do you anticipate enrolling in each cohort and how many cohorts per year?*

We anticipate enrolling 8-12 participants in one cohort a year.

5. *Please describe the requirements to complete the program (i.e., attendance, grades, test scores, skill demonstrations, certificate attainment, etc.).*

For consideration for successful completion of the program, students must complete 80 of the possible 87 hours of instruction and demonstration of skills and knowledge as prescribed by the course curriculum, deemed satisfactory by the instructor. Students will also be required to complete a certification for first-aid/CPR, and blood borne pathogen training.

SECTION 3: ARTICULATIONS AND PARTNERSHIPS - (WSATC Policy 2012-03 Sec. II E, Sec. I E)

Apprenticeship preparation programs training participants for a specific occupation must provide at least one articulation agreement at the time of application. Preparatory programs training individuals in multiple occupations must provide a minimum of two articulation agreements at the time of application. Articulation agreements must contain the following components:

The names of the organizations entering into the agreement (Apprenticeship Preparation Program and Registered Apprenticeship Program).

The specific apprenticeship program and occupation(s) that the apprenticeship prep program graduates will be prepared to enter.

One or more of the following considerations for graduates of the prep program:

- a. A preferred entry clause;*
- b. An advanced standing or credit clause;*
- c. Additional point(s) awarded in the application/interview process; or*
- d. Guaranteed interview with registered apprenticeship program.*

Be executed or renewed no more than three months prior to the date of application.

Please select the option which best characterizes your program.

Registered Apprenticeship Program specific apprenticeship preparation *(goal is preparation of apprentices for one specific registered apprenticeship)*

General apprenticeship preparation program *(goal is preparation and support to succeed in a variety of apprenticeships)*

Please complete the chart below with the requested information for each registered apprenticeship with which your program has a formal articulation agreement. A copy of each articulation agreement must be attached to this application. A Memorandum of Agreement/Understanding, a formal contract, or a signed letter of commitment are acceptable forms of articulation agreements.

Apprentice-ship Program Name	Articulating Occupation(s)	Articulation Type <i>(select all that apply)</i>			
		Preferred Entry	Advanced Standing or Credit	Additional Points on Application/Interview	Guaranteed Interview

Atarashii	Barber, Cosmetology	x	x		

Please list any other organizations, if any, which have endorsed your program or otherwise partnered with you to develop or administer this program.

Program or Organization Name	Role(s) <i>(eg: training provider, Advisory Board member, industry consultant, supportive services provider, etc.)</i>
Workforce Development Council of Seattle-King County	Workforce development partner who supports financially through contract awards as well as through partnership and larger business development goals
Toby Johnson, Detailed Experience	Instructor / Training Provider / Consultant
Melissa Moore, Salon Dayvion	Instructor / Training Provider / Consultant
Ed Satterwhite, Standing on Top Barbershop	Training Provider / Mentor
Clarence Kichens, Kiwi Kutz	Training Provider / Mentor
Jacquez Hicks, Imperial Barber Lounge	Training Provider / Mentor
Kristin Speakman, Bella Red Salon	Training Provider
Communities in Schools	Recruitment
Truman High School	Recruitment
Martin Morris	Learning Leader / Consultant / Training Provider

SECTION 4: CURRICULUM - (WSATC Policy 2012-03 Sec. II C)

Curriculum should be developed in consultation with apprenticeship partners and subject matter experts to ensure it aligns with current industry standards and prepares graduates to meet or exceed the minimum qualifications for entry into an apprenticeship. To ensure recognized Apprenticeship Preparation Programs are adequately preparing participants to enter Registered Apprenticeship and be successful apprentices, preparatory training curriculum must meet the following requirements:

- a. Be a minimum of 80 hours in duration;*
- b. Employability skill development shall not exceed 50% of curriculum hours. Employability skill development shall be defined as general employment skills (communication, professionalism, work ethic, etc.);*
- c. Industry/trade specific skills and knowledge shall constitute at least 50% of curriculum hours. Industry/trade specific skills and knowledge shall be defined as hands-on training to develop manual, mechanical, or technical skills relevant to the occupation(s) the preparatory participant(s) are training to successfully enter, and which does not displace paid employees; and*
- d. Industry/occupation specific safety training and education.*

In one to two paragraphs, please provide a brief summary of the programs curriculum describing the total number of hours, topics covered, method of delivery, etc.

The program curriculum is provided through 87 hours of in-classroom instruction with a combination of hands-on instructor-led practice and online curriculum through Canvas. The curriculum covers topics such as basic tapers and fades, health and safety, trichology, shaving and beard design, and business building. The online curriculum is supplementary and based on the Pivot Point textbook, provided via modules. Each module includes a section requesting students demonstrate a basic knowledge of the learning path, take a written assessment, and, for more technical skills, demonstrate their learning through video demonstrations to be reviewed by their instructor and the Atarashii Learning Leader. Students will also receive training in first-aid/CRP and blood borne pathogen safety from a registered instructor.

Please respond in full to the questions below.

- 1. Please describe your program's working relationship with one or more registered apprenticeship programs in the development of elements such as curriculum, class activities, evaluation methods, and teaching techniques.*

The curriculum was developed with the Atarashii Apprentice Program Coordinator and Subject Matter Expert, Jessee Skittrall. Jessee founded the Atarashii program and is a licensed barber. The class curriculum was also evaluated, adapted, and expanded upon to suit the needs of our student demographics with Toby Johnson and Melissa Moore, licensed instructors.

- 2. Please identify the program's instructor(s) and provide a brief summary of their qualifications.*

Toby Johnson is a licensed barber of over 20 years and has been an instructor for over 3. As the owner of Detailed Experience, a barber shop in Auburn and an instructor with Bates Technical College in Tacoma, Mr. Johnson enjoys everything about the industry, especially how there are always opportunities to develop new and existing skills, connect with other barbers, and meet new people. To him, helping students reach their goals and giving them the self-confidence to perform hair services on their future clients is a blessing. He has always wanted to help the industry/profession grow and to leave his fingerprints on the industry.

Melissa Moore is a licensed cosmetologist and practicing barber of over 20 years and a licensed instructor since 2021. Ms. Moore also worked as a Hair Color Educator for an international beauty company and national salon corporation for 10 plus years. She is passionate about sharing her knowledge and skills with those interested in the barber and cosmetology industry.

Martin Morris has extensive experience of over 50 years in all aspects of the beauty industry with instructor licenses in Washington, Idaho, Oregon, and Nevada. Mr. Morris most recently worked as an instructor at the Paroba School of Cosmetology until it went out of business in 2011. He has always strived to create an environment that empowers and encourages everyone to be their best self and works to facilitate individuals to realize a sustainable career in the world-wide beauty industry.

- 3. What, if any, post-secondary credit do program participants receive?*

Students are eligible for secondary school credit, not post-secondary credit.

Please complete Appendix B – Curriculum Outline.

SECTION 5: PARTICIPANT RECRUITMENT AND RETENTION - (WSATC Policy 2012-03

Sec. II D)

Preparatory program recruitment and retention plans must contain the following elements:

The target demographics of the population their enrollees will be drawn from; and

The specific tools and activities used to recruit and retain participants, with an emphasis on recruitment of underrepresented populations.

Please respond to the following questions regarding your programs recruiting and retention plans.

- 1. Please describe the general demographics of the intended program participants (i.e., age, gender, race/ethnicity, geographic area, etc.). Is the program limited to a specific population (i.e., students at a particular high school, veterans, WIOA-eligible, etc.)? If so, explain:*

WIOA-eligible and opportunity youth residing in South King County (Federal Way, Seattle, Renton, Tukwila areas). WIOA-eligible youth are characterized as youth between the ages of 14-24 who are low-income and facing one or more of the following barriers: a disability, pregnant or parenting, involvement in foster care, immigrants and refugees and those who have experience in the criminal justice system, homelessness, or who are at risk of or recently disengaged with school. Though WIOA allows for enrollment at the age of 14, our program will prioritize those 16 and up based on state licensing requirements for barbers.

- 2. Please describe the tools and activities which will be utilized to recruit students, and describe how underrepresented populations will be encouraged to enroll in the program.*

Primary recruitment for the program will occur at local high schools through college and career fairs and offices, Communities in Schools offices, and school counselors. When sharing the flyers and program information with the schools, we will include the eligibility criteria for WIOA In-School Youth programs and ask the school staff to prioritize sharing the program info with WIOA-eligible youth. Additionally, WIOA eligible youth and youth with additional barriers to success for academic and career success will receive greater priority for program enrollment. We will also work with partners from Build2Lead, the Y Social Impact Program, and el Centro de la Raza to recruit and identify services for youth with high-barriers that may not be eligible for WIOA-ISY funding.

- 3. Please describe the tools, processes, and resources your program will utilize to retain participants through graduation.*

All youth enrolled in the Intro to Barbering and pre-apprenticeship classes will receive case management and wrap-around services through YouthForce or one of our partner agencies (listed above). Many of the youth we work with do experience a number of challenges related to stability at home and in the classroom. Our case management services work to reduce the impact of these barriers through goal setting, resource navigation, and, when necessary, financial support in the form of transportation assistance, rent/utility payments, and work materials. Often, we find that a case manager's primary role for programs like this is in providing regular check-ins with the youth to help them stay focused on the program when so many other things fight for their attention. Combined with the financial support, our case manager's work very hard to keep youth connected to the program. Our current graduation rate from work-based learning programs is 80.27 percent.

- 4. Please describe the services that will be provided to graduates and current participants to assist in their successful application and articulation into registered apprenticeship programs.*

Through the help of our instructors, Toby Johnson and Melissa Moore, we are developing our network of Registered Training Partners in South King County who can supervise our pre-apprenticeship graduates in an apprenticeship. We are specifically working to connect with BIPOC barbers and hair stylists who reflect and can connect to the youth we serve. As part of our retention services described above, we will work with the training agents to place youth into apprenticeship sites that support their learning needs and long-term goals. To help youth succeed and thrive in their apprenticeships, we will also provide career navigation support such as helping youth navigate hard conversations with coworkers and clients, problem solving new situations, and helping ensure participants can get to work consistently and on-time.

SECTION 6: ADMINISTRATIVE REQUIREMENTS - (WSATC Policy 2012-03 Sec. II A)

Recognized Apprenticeship preparation programs shall commit to reporting the following information to L&I via the Apprenticeship Registration Tracking System (ARTS) system on a semi-annual basis, unless granted an exception by the WSATC:*

New participant demographics

- a. First and Last Names*
- b. Birth Date*
- c. Gender*
- d. Race/ Ethnicity*
- e. Veteran Status*
- f. Social Security Number**

Outcome measures (Individual-level Information)

- a. Participant graduation(s)/ completions*
- b. Participant withdrawals*
- c. Graduates who have entered into Registered Apprenticeship*

Please describe the tools and processes your program will utilize to successfully meet the administrative requirements listed above.

Jessica Summerton-Moore (program director) will work with the Atarashii Apprentice Program in-house data specialist to manage the pre-apprentices in ARTS. The Atarashii Apprentice Program has a great track record of ARTS management. The administration and collection of information will also be utilized through the Atarashii Apprentice Program Apprenticeship Management Software that is designed and developed for apprentice programs with Redundant servers and high-level security.

Please complete Appendix C – Administrative Requirements Spreadsheet.

SECTION 7: APPENDICES

Please complete and submit appendices with the application packet as separate files.

Appendices include the following:

Appendix A – Program Summary

Appendix B – Curriculum Outline

Appendix C – Administrative Requirements Spreadsheet

Appendix D – Articulation Agreement(s)

**Submitted by program as individual documents*

SUBMISSION INSTRUCTIONS

Applications are due no later than 45 days prior to the scheduled quarterly meeting of the Washington State Apprenticeship and Training Council. It is strongly recommended that you submit your application 2 weeks prior to the deadline for pre-review, to ensure that your application is complete. Contact Rio Frame for questions or assistance.

Please submit your completed application via email to:

*Rio Frame, Management Analyst
Dept. of Labor & Industries, Apprenticeship Section
Rio.Frame@Lni.wa.gov
509-426-0985*

APPENDIX A – PROGRAM SUMMARY

Please briefly summarize the preparatory program according to the requirements listed in Section 1 “Summary of Preparatory Program” in three pages or less.

Boys & Girls Clubs of King County (BGCKC) is a registered 501(c)(3) nonprofit, located in King County, WA. Our mission is to inspire and enable all young people, especially those who need us most, to realize their full potential as productive, caring, and responsible citizens. Our vision is to provide a world-class Club Experience that assures success is within reach of every young person who enters our doors, with all members on track to graduate from high school with a plan for the future, demonstrating good character, and living a healthy lifestyle. In 1943, we opened the doors of our first Club to provide programs supporting young people to build a strong foundation for the future. 81 years later, we have expanded to engage more than 17,000 youth and young adults each year with a team of more than 300 staff based at 34 Club locations. Across our Clubs, we offer youth development programs centered around academic success, leadership, and healthy lifestyles.

Under the leadership of the YouthForce Executive Director, BGCKC’s YouthForce career development program equips youth and young adults with the resources and foundation to become economically self-sufficient. Developed as an independent organization in 1998, YouthForce joined forces with BGCKC in 2008. YouthForce encompasses a continuum of services that provide a clear pathway for participants to develop employment skills in their chosen career path: career readiness and education, paid internships, and industry-focused pre-apprenticeship and work-based learning. Each year, YouthForce supports hundreds of King County youth and young adults through these programs, and alumni have gone on to careers at businesses like Microsoft, Alaska Airlines, Acumatica, and Boeing.

Since 2018, YouthForce has partnered with AJAC, an aerospace manufacturing apprenticeship training program to provide workforce development opportunities and career exploration for youth attending Federal Way alternative high school. Following the success of this annual cohort for 20 students, YouthForce has expanded this model to training programs in barbering, design, carpentry, virtual reality development, and finance.

In 2022, YouthForce partnered with Toby Johnson, a local barber instructor, to provide an Introduction to Barbering course to help students explore the field of barbering while gaining basic skills in barbering, health and safety, customer service, and financial literacy. In the last year, close to 60 students across 5 cohorts have successfully completed the 80-hour course. We seek to further support student’s goals to obtain their barber license through a registered pre-apprenticeship program for those who have completed the Introduction to Barbering class or have otherwise identified a sincere interest in the industry through prior career exploration pathways. We intend for the annual apprenticeship prep cohort to provide a bridge from interest to a career in the industry with a direct pathway into the Atarashii apprenticeship.

For funding, BGCKC has held a Workforce Innovation and Opportunity Act (WIOA) In-School Youth (ISY) contract through the Workforce Development Council of Seattle-King County (WDC) since 2017. In May 2022, BGCKC was awarded an expansion of our contract to prioritize workforce development programs for Opportunity Youth in South King County. Through these contracts, our target demographic for this program is 16-21-year-old opportunity youth across south King County. WDC defines Opportunity Youth as youth who are BIPOC, immigrants and refugees and those who have experience in the criminal justice system, homelessness, or who are at risk of or recently disengaged with school.

Across the county, youth in our club sites have expressed an interest in barbering and hair styling though lack the financial ability to commit to a full-time school program. We started our Introduction to Barbering program as a way to expose students to the field of barbering without a financial burden while they could also maintain additional employment and access wraparound services such as funds for required materials, rental assistance, and case management services. Apprenticeship programs for barbering offer industry certified training with a lower cost to entry than many barber schools; however, many students opting for this route enter the shop without any materials or experience. An apprenticeship preparation program maintains the viability of apprenticeship as licensure route by increasing access for the students and reducing the training burden on the training agents (shops). By applying their Intro to Barbering and pre-apprenticeship hours towards their state-required apprenticeship hours, we hope students will be able to achieve financial stability through barbering and hair-styling sooner with fewer debts towards school and required materials.

There is currently a gap of over 1000 barbers, hair stylists, hairdressers, and cosmetologists in Washington state, a gap that is likely to grow as the Economic Security Department estimates an industry growth of over 3000 positions between 2021-2031. As an industry with consistent growth and clientele, it is important to expand access to quality training and licensure pathways.

To support this aim, we plan to offer one apprenticeship preparation program annually for 8-12 students each. The program will be staffed by state-licensed barber and cosmetology instructors, with case management and administrative support provided by BGCKC YouthForce staff.

To support youth outcomes and participation in the program, WIOA programs provide funds for case management and wraparound services for youth while participating in workforce development programs in high school as well as retention services as youth enter the workforce or postsecondary education. Wraparound services include referrals for mental health and counseling services, transportation, work or school related clothing, textbooks, tuition, and utility/rent assistance.

Program outcomes

With the help of Atarashii, BGCKC has a preferred entry agreement with Atarashii, the state registered apprenticeship program. With the support of Atarashii, BGCKC will work with journey level workers to provide apprenticeship placements, mentorship, and networking opportunities. The relationship between the students and the journey level workers will support the apprentices as they enter their careers. We currently have 3 salons/shops in the process of signing-on as training agents to host apprenticeships and are working with 2 additional barbers to help them apply for the process. By identifying local barbershops and barbers through our community relationships, we can prioritize apprenticeship placements where participants are comfortable and feel represented, thereby promoting successful articulation and completion of the apprenticeship post-graduation from the preparatory program.

Successful completion of the program will be defined as active participation in 80 of the possible 87 hours of instruction and demonstration of skills and knowledge as prescribed by the course curriculum, deemed satisfactory by the instructor.

Students will have the opportunity to receive the program completion certification, first-aid/CPR, and a blood borne pathogen certification.

Students enrolled in Federal Way Public Schools students will be eligible for 0.25 work-based learning credits (up to 3 WBL credits can be applied to graduation requirements for CTE education). Seattle Public Schools students will be eligible for 0.25 CTE credits.

Our target articulation rate is 15%.

Additional details

Truman HS students who participate in this program will have the opportunity to earn competencies towards graduation through their participation in this program. As a competency-based school, knowledge and skills earned in the class help the students earn their high school diploma. Students in Seattle and Federal Way Public Schools (except Truman High School) can apply for their completion of the class to apply as CTE credits, also helping them earn their diploma.

All students enrolled in the pre-apprenticeship will also receive case management services through YouthForce programs. Through support from their case manager, our goal is for youth to achieve stability related to basic needs as well as educational/career goals. Once youth are entered into post-secondary education (including apprenticeships) or a career pathway, youth are eligible for at least 12 months of retention services to help them reach stability and feel comfortable in their new program/career. Retention services include supportive services in the form of financial support, resource navigation, and labor market info.

Teri Gardner 5-31-24

APPENDIX B – CURRICULUM OUTLINE

Curriculum should be developed in consultation with apprenticeship partners and subject matter experts to ensure it aligns with current industry standards and prepares graduates to meet or exceed the minimum qualifications for entry into an apprenticeship. To ensure recognized Apprenticeship Preparation Programs are adequately preparing participants to enter Registered Apprenticeship and be successful apprentices, preparatory training curriculum must meet the following requirements:

- a. Be a minimum of 80 hours in duration;*
- b. Employability skill development shall not exceed 50% of curriculum hours. Employability skill development shall be defined as general employment skills (communication, professionalism, work ethic, etc.);*
- c. Industry/trade specific skills and knowledge shall constitute at least 50% of curriculum hours. Industry/trade specific skills and knowledge shall be defined as hands-on training to develop manual, mechanical, or technical skills relevant to the occupation(s) the preparatory participant(s) are training to successfully enter, and which does not displace paid employees; and*
- d. Industry/occupation specific safety training and education. (WSATC Policy 2012-03 Sec. II C)*

Please use the format below for the program’s curriculum outline. Identify all curriculum elements and provide primary learning objectives that apply to each course.

Please copy and paste the format below to add additional course sections and/or primary learning objectives as needed.

1. Shop business – 12 hours

Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge

- a. Communication, Resilience, Building a client base, overview of business development
- b. To learn the basic interpersonal and business skills for future career success.
- c. Financial Literacy

2. Health & Safety – 9 hours

Curriculum Elements:

- Industry/occupation specific safety training and education

- Employability skill development
- Industry/trade specific skills and knowledge
- a. First-Air/CRP and Blood Borne Pathogen certifications
- b. Microbiology, infection control, shop sanitation

3. Electricity – 3 hours

Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge
- a. Principles of electricity and how they relate to barbering

4. Tapered Cuts & Fades – 28 hours

Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge
- a. Tapered cut & fade theory, tools & essentials, techniques, types of fades, razor hair cuts
- b. Community cuts – students are encouraged to bring in friends and family to act as models/clients on whom they can practice providing haircuts under the supervision of instructors and/or mentors.

5. Shaving & Beard Design – 15 hours

Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge
- a. Foundations of shaving and beard design including identifying the appropriate service and tools, full-head shaves, beard shaping and trimming, and beard styling.

6. Style – 12 hours

Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge

- a. Styling techniques for longer hair, including round brush blow-dry, flat iron, curling, and twisting.
- b. Insert Primary Learning Objective

7. Client Centered Design – 6 hours

Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge

- a. Client engagement, customer service, identifying the necessary steps in a service
- b. Conducting client consultations

8. State Laws & Regulations – 2 hours


Curriculum Elements:

- Industry/occupation specific safety training and education
- Employability skill development
- Industry/trade specific skills and knowledge

- a. Rules regarding Barber licenses in Washington State

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Teri Gardner 5-31-24

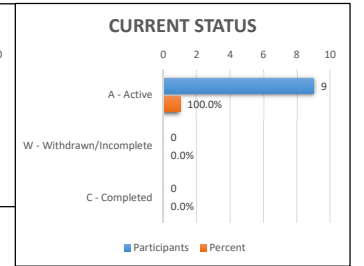
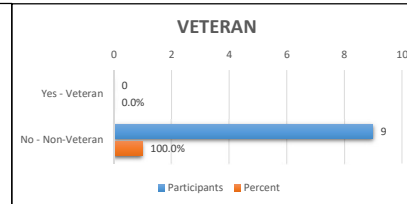
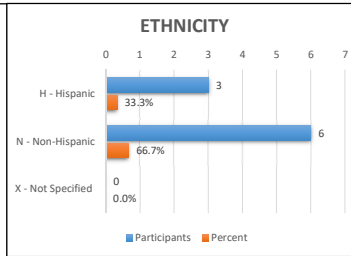
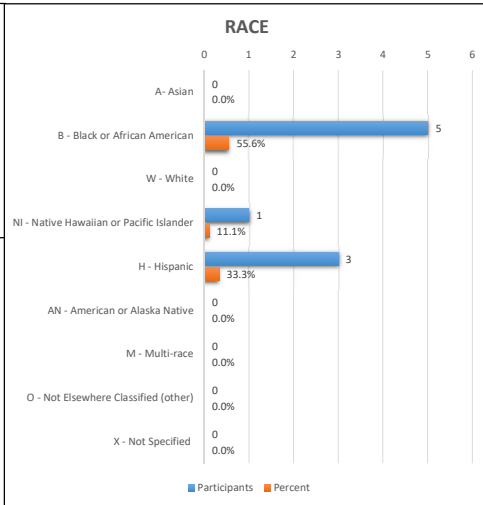
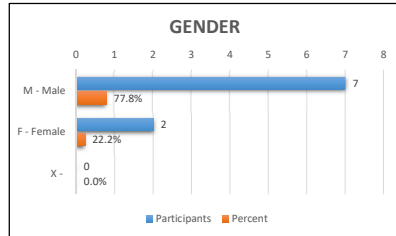
Preparatory Program Name:	YouthForce Shear Start	Total Number of Participants:	9	
Reporting Period, Earliest Date:	4/29/2024	Total Participant Graduates:	0	
Reporting Period, Latest Date:	6/18/2024	Total Withdrawals/Incomplete:	0	
		Total Grad's Articulated into Reg' Apprenticeship:	0	

*Please refer to the instructions tab for information on how to properly complete this document.

Participant Information - Total of Cohorts										Registered Apprenticeship Articulation Information			
Last Name	First Name	Birth Date	Gender	Race	Ethnicity	Veteran	Cohort Start Date	Current Status	Graduation Date	Registered Apprenticeship Name	Occupation	Date of Registration	Apprentice ID Number
9	9	9	9	9	9	9	9	9	9	0	0	0	0

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Articulation Rate
0.00%





Jessica Summerton-Moore
YouthForce Program Director
Boys & Girls Clubs of King County | YouthForce
4520 Martin Luther King Jr. Way S.
Seattle, WA 98108

RE: YouthForce King County Barber Pre-Apprenticeship Program

Ms. Summerton-Moore,

The Atarashii Apprenticeship Program would like to offer this letter of support to the YouthForce King County Barber Pre-Apprenticeship program. We are interested in the relationship of support and administration between our apprenticeship program and your pre-apprenticeship (preparatory) training program.

We believe that it would be beneficial for all to include your program within the following segment of our Standards of Apprenticeship so that we will allow direct entry to your graduate's for completing the BGCKYF Barber Pre-Apprenticeship program.

Under selection procedures exceptions (Direct Entry) include:

Graduating participants of BGCKFY Barber pre-apprenticeship program shall be guaranteed interview for a registered apprenticeship position.

Minimum of 250 hours of OJT PCE and a minimum of 12 hours of RSI PCE. This will place the apprentice 3 months ahead in a 12 month program.

Under Equal Employment Opportunity Plan:

Engage with and participate in existing outreach programs whose focus is to recruit and prepare minority groups and women (minority and non-minority) apprentices for a Barber apprenticeship such as the Boys & Girls Club of King County | YouthForce Barber Pre-Apprenticeship.

March 15, 2024

Jessee Skittrall
Program Coordinator
Atarashii Apprentices Program