

### **The Student/Apprentice Journey**

The candidate for the hairstyling program at Kantor & Company will first fill out an interest form:

<https://cs.boco.solutions/InterestForm/>

and then create a Connecting Colorado Account:

<https://www.connectingcolorado.com/>

When those steps are complete they will set up a meeting with a representative from Workforce Boulder County. Our rep is: Sophia Stevens / [sstephens@bouldercounty.org](mailto:sstephens@bouldercounty.org)

They apply to become a part of the Registered Apprenticeship Program. As this process is happening they will be in contact with Kantor & Company Academy working through the student onboarding process. That includes completing an application, signing their enrollment agreement. The enrollment agreement will include their estimated date of completion.

- The date of completion will depend on if the person has any previous experience that could count towards their on the job learning.
- The cost of the program will vary depending on the person's previous experience and the need for tools, textbooks and online learning.
- The enrollment agreement has information related to if the student/apprentice decides to drop out and how a refund would work.

Once the student is accepted into Kantor & Company Academy their learning journey will be strategized with their related instruction advisor.

- The student/apprentice then begins their related instruction and starts the search for a professional mentor at a salon.
  - Ideally the student/ apprentice can find a salon that is looking for a person to grow within their culture.



Information on our Apprentice onboarding process can be found here:

#### **\* Admission Packet**

Once the apprentice finds a professional mentor they are responsible for paying their student/apprentice a minimum of \$15.01 per hour. If they pass their probationary period with the professional mentor (500 hours), they get a small pay increase of \$15.50 per hour. When they complete their apprenticeship one more bump in pay to \$16 per hour. We encourage employers to tip their student/ apprentice for good work and to explain if they get a good tip why they did.

If the student/ apprentice feels as though their sponsor salon is not a good fit, they are allowed to look for another. Kantor & Company will have a clear and open relationship with both the student/ apprentice and the professional mentor. This is facilitated by the professional mentor needing to approve on the job learning hours acquired by their student/ apprentice to the Academy weekly. The student/ apprentice is able to gain on the job learning hours at Kantor & Company if there is a position available and they are a good fit for the Kantor & Company salon culture.

**For hours earned during On the Job Learning all professional mentors must include:**

- Here is our  Related instruction outline 2023
  - (1)  Hours sheet for apprentice program 2023
  - (2) Copy and paste the hours sheet into a new document. Label it as your apprentices name & Work Process Schedule
  - (3) Add your apprentice and K&CO academy to the document and share
  - (4) Under each category listed, fill out what you have done in the salon so the Academy can see what you have been teaching.

**Guess what- You can sign up for a grant.**

The Apprenticeship Scholarship provides funds to qualifying new apprentices and is intended to support the apprentices in their success throughout their apprenticeship. Scholarships can be used for items such as tuition, fees, tools, training materials, and other items related to the apprenticeship program. You can read more about the Apprenticeship Scholarship at:

<https://apprenticeship.colorado.gov/career-seekers/apprenticeship-scholarships>

**Work trade?**

Kantor & Company is open to trading for education! You can be an apprentice in our salon and work down your tuition using the same pay scale mentioned above. You can choose to have all of your pay go towards paying down your tuition or you can choose half of your pay goes towards paying down your tuition.

**Do you have a Professional Mentor ?**

☰ Professional Mentor intake steps '23

**Let them know they can *qualify for grant money* to support you :**

📄 **Pre-Application Checklist Accelerate Apprenticeship Grants.pdf**

The Accelerate Apprenticeship Grant is a \$7500 grant currently available to employers. The goal of the Accelerate Apprenticeship Grant is to encourage employer adoption of registered apprenticeships in the state of Colorado. In addition to the Acceleration Apprenticeship Grant, applications for the Scale-Up Grant will be opening in the near future. The Scale-Up Grant is up to \$50,000 to support organizations to develop or expand a Registered Apprenticeship Program. You can read more about both of these funding opportunities at:

<https://apprenticeship.colorado.gov/employers/apprenticeship-funding-opportunities>