

1 apprentices for a period of two (2) years “shall be considered grounds for
2 deregistration.” (Cal. Code Regs., tit. 8, § 212.4.)

3 4. On June 10, 2024, the Division sent Laylah Binat a Notice of
4 Recommendation to Deregister pursuant to California Code of Regulations, title 8,
5 section 212.4, subdivision (b)(4) via certified mail. The Notice explained to Laylah
6 Binat that the Chief will be recommending that the Administrator of Apprenticeship
7 deregister its program, unless Laylah Binat requested a hearing within fifteen (15)
8 days of the Notice.

9 5. Laylah Binat failed to respond to the Notice of Recommendation to
10 Deregister.

11 6. Having received no communications from Laylah Binat, the Chief
12 prepared a Report and Recommendation on the Deregistration of the Laylah Binat
13 Apprenticeship Program (Report and Recommendation) and delivered the Report
14 and Recommendation to the Administrator of Apprenticeship on July 1, 2024, as
15 required by California Code of Regulations, title 8, section 212.4, subdivision (b)(5).

16 7. The Report and Recommendation included the record of notices sent to
17 Laylah Binat and the manner of service of those notices to Laylah Binat. Also
18 included was evidence from the Division’s records that the Laylah Binat
19 Apprenticeship Program did not have any active apprentices for a period of at least
20 two (2) years.

21 8. In his Report and Recommendation, the Chief recommended that the
22 Administrator of Apprenticeship deregister the Laylah Binat Apprenticeship Program
23 for not having had any active apprentices for a period of at least two (2) years, failing
24 to show good cause for why the program should not be deregistered, and failure to
25 respond to the Division’s notices.

26 **DISCUSSION**

27 **A. The Division’s Power to Deregister Programs**

28 The Chief and the Division “shall foster, promote, and develop the welfare of

1 the apprentice and industry, improve the working conditions of apprentices, and
2 advance their opportunities for profitable employment.” (Lab. Code, § 3073, subd.
3 (a).) In fulfilling this statutory mandate, the Division has been granted broad authority
4 to oversee apprenticeship programs and monitor whether they comply with relevant
5 laws and standards. For instance, the Division is responsible for evaluating
6 apprenticeship programs to “ensure that the program evaluated is complying with its
7 standards.” (§ 3073.1, subd. (a).) The Division may also obtain a civil injunction
8 against any violation of apprenticeship laws. (§ 3084.5.)

9 As the state agency that grants approval of apprenticeship programs (§ 3075),
10 the Division may also withdraw state approval through what are known as
11 “deregistration” proceedings. (See Regulation § 212.4.) Among other grounds, if an
12 apprenticeship program has willfully violated any relevant laws, regulations, or orders,
13 the Division “may initiate the deregistration process to withdraw state approval of the
14 program.” (§ 3073.1, subd. (b).) Inactive programs that have essentially ceased
15 operations may also be deregistered, as inactive programs no longer serve the
16 apprenticeship community: “Where the Chief has information that a program has had
17 no active apprentices for a period of two (2) years, that shall be considered grounds
18 for deregistration.” (Cal. Code Regs., tit. 8, § 212.4, subd. (b)(1).)

19 **B. The Deregistration Process for Inactive Programs**

20 To initiate the deregistration process for inactive programs, the Chief first
21 sends a notice of deregistration by certified mail to notify the program that it has not
22 had any active apprentices for a period of two years and that it will be deregistered
23 unless it shows good cause within 30 days why it should not be deregistered.
24 (Regulation § 212.4, subd. (b)(1).)

25 If the program fails to show good cause within 30 days of the notice, the Chief
26 must then send to the program a notice of intent to recommend deregistration via
27 certified mail. (Regulation § 212.4, subd. (b)(4).) This notice must explain to the
28 program that the Chief will recommend that the program be deregistered unless the

1 program requests a hearing within 15 days of the notice. (*Ibid.*)

2 Whether or not a hearing is requested, the Chief must “transmit to the
3 Administrator a report containing all pertinent facts and circumstances concerning the
4 violation, including the findings and recommendation for deregistration, and copies of
5 all relevant documents and records.” (Regulation § 212.4, subd. (b)(5).) If no hearing
6 is requested, the Administrator issues a decision on the record. (*Ibid.*) If a hearing is
7 requested, the Administrator will hold a hearing and issue a decision thereafter on the
8 basis of the record. (Regulation § 212.2, subd. (b)(6).)

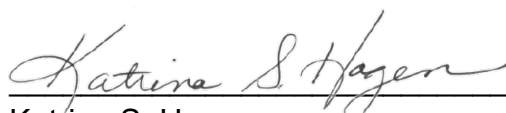
9 **C. The Program Has Not Had Any Active Apprentices for Over Two Years**

10 As detailed above, the Laylah Binat Apprenticeship Program has not had any
11 active apprentices for a period of two years. All notices were served on Laylah Binat
12 properly via certified mail and provided Laylah Binat with an opportunity to show
13 cause why its program should not be deregistered. Laylah Binat failed to respond.
14 There being no reason why the program should not be deregistered, my decision is to
15 deregister and withdraw state approval of the Laylah Binat Apprenticeship Program.

16 **CONCLUSION AND DECISION**

17 Having duly considered the Chief’s Report and Recommendation on the
18 Deregistration of the Laylah Binat Beauty Education Center Apprenticeship Program,
19 I find the Chief’s recommendation meritorious and in this decision, I adopt the
20 recommendation to deregister and withdraw state approval of the Laylah Binat
21 Beauty Education Center Apprenticeship Program. The deregistration of the Laylah
22 Binat Beauty Education Center Apprenticeship Program cancels the approval of the
23 program to operate and automatically terminates each apprentice’s individual
24 registration.

25
26 Date: July 2, 2024



Katrina S. Hagen
Director of Industrial Relations
Administrator of Apprenticeship