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1 within thirty (30) days.

2 3. On September 25, 2025, the Division followed up by sending an email
3 to Hierarch with the 30-Day Notice of Deregistration attached.

4 4. Hierarch never responded to the notice, did not take any corrective
5 action, and did not otherwise show good cause for why its program should not be
6 deregistered.

7 5. On November 14, 2025, the Division sent Hierarch a Notice of
8 Recommendation to Deregister pursuant to California Code of Regulations, title 8,
9 (hereafter Regulation) section 212.4, subdivision (b)(4) via certified mail with return
10 receipt requested. The notice explained to Hierarch that the Chief will be
11 recommending that the Administrator of Apprenticeship deregister its program, unless
12 Hierarch requested a hearing within fifteen (15) days of the notice.

13 6. Hierarch failed to respond to the Notice of Recommendation to
14 Deregister.

15 7. Having received no communications from Hierarch, the Chief prepared
16 a Report and Recommendation on the Deregistration of the Hierarch Academy
17 Apprenticeship Program (Report and Recommendation) and delivered the Report
18 and Recommendation to the Administrator of Apprenticeship on December 16, 2025,
19 as required by Regulation section 212.4, subdivision (b)(5).

20 8. The Report and Recommendation reported the following violations,
21 which were also detailed in the notices previously sent to Hierarch:

22 a. Loss of Approval of the Board of Barbering and Cosmetology. (Cal.
23 Code Regs., tit. 19, §§ 913-913.1)

24 b. Operating without affiliation with a Local Education Agency (LEA).
25 (Lab. Code, §3074) (Cal. Code Regs., tit. 8, § 212.2, subd. (a)(3).)

26 9. The Report and Recommendation also specified the actions needed to
27 correct the identified violations, actions which Hierarch failed to take.

28 10. The Report and Recommendation included the record of notices sent to

1 Hierarch and the manner of service of those notices.

2 11. In her Report and Recommendation, the Chief recommended that the
3 Administrator of Apprenticeship deregister the Hierarch Academy Apprenticeship
4 Program for the specified violations, failure to correct such violations, and failure to
5 respond to the Division's notices.

6 **DISCUSSION**

7 **A. The Division's Oversight Authority.**

8 The Chief and the Division "shall foster, promote, and develop the welfare of
9 the apprentice and industry, improve the working conditions of apprentices, and
10 advance their opportunities for profitable employment." (Lab. Code, § 3073, subd.
11 (a).)¹ In fulfilling this statutory mandate, the Division has been granted broad
12 authority to oversee apprenticeship programs and monitor whether they comply with
13 relevant laws and standards. For instance, the Division is responsible for evaluating
14 apprenticeship programs to "ensure that the program evaluated is complying with its
15 standards." (§ 3073.1, subd. (a).) The Division may also obtain a civil injunction
16 against any violation of apprenticeship laws. (§ 3084.5.)

17 As the state agency that grants approval of apprenticeship programs (§ 3075),
18 the Division may also withdraw state approval through what are known as
19 "deregistration" proceedings. (See Regulation § 212.4.) Among other grounds, if an
20 apprenticeship program has willfully violated any relevant laws, regulations, or orders,
21 the Division "may initiate the deregistration process to withdraw state approval of the
22 program." (§ 3073.1, subd. (b).) Inactive programs that have essentially ceased
23 operations may also be deregistered, as inactive programs no longer serve the
24 apprenticeship community: "Where the Chief has information that a program has had
25 no active apprentices for a period of two (2) years, that shall be considered grounds
26 for deregistration." (Regulation § 212.4, subd. (b)(1).)

27
28 ¹ Unless otherwise provided, all further references are to the Labor Code.

1 **B. The Deregistration Process.**

2 To initiate the deregistration process for programs that have violated relevant
3 laws, regulations, orders, or its own approved apprenticeship standards, the Chief
4 first sends a notice of deregistration (i.e. 30-Day Notice of Deregistration) by certified
5 mail with return receipt requested to identify the violations and the action needed to
6 correct the violations. “The notice shall state that the program will be deregistered
7 unless corrective action is completed within thirty days. Upon a showing of good
8 cause, the Chief may grant the sponsor a reasonable extension of time to achieve
9 corrective action.” (Regulation § 212.4, subd. (b)(1).)

10 If the program fails to complete the corrective action and fails to show good
11 cause within 30 days of the notice, the Chief must then send to the program a notice
12 of intent to recommend deregistration via certified mail with return receipt requested.
13 (Regulation § 212.4, subd. (b)(4).) This notice must explain to the program that the
14 Chief will recommend that the program be deregistered unless the program requests
15 a hearing within 15 days of the notice. (*Ibid.*)

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

23 **C. The Program Has Failed to Correct Identified Violations.**

24 As detailed above, the Hierarch Academy Apprenticeship Program lost its
25 approval with the Board of Barbering and Cosmetology (BBC). Withdrawal of BBC
26 approval effectively means that none of Hierarch’s apprentices would be eligible to
27 obtain an apprentice license to undergo on-the-job training. (Bus. & Prof. Code, §§
28 7332, 7336.) On-the-job training is key to an apprenticeship program. (See Lab.

1 Code, § 3078, subd. (e); Regulation § 212, subd. (a)(1).)

2 Secondly, Hierarch has no written agreement with a local educational agency
3 to provide related and supplemental instruction (RSI). RSI, like on-the-job training, is
4 an integral part of an apprenticeship program. Operating an apprenticeship program
5 without an LEA renders the program ineligible to provide RSI. (See Lab. Code, §§
6 3074, 3078, subd. (d); Regulation § 212, subd. (a)(7).) These are major violations,
7 which, when left unaddressed as in this case, unequivocally merit deregistration.

8 All notices were served on Hierarch properly via certified mail with return
9 receipt requested. The notices were also provided to Hierarch by email at an email
10 address that Hierarch previously used to communicate with the Division. Hierarch
11 was provided with several opportunities to correct the identified violations or
12 otherwise show cause why its program should not be deregistered. Hierarch failed to
13 respond. There being no reason why the program should not be deregistered, my
14 decision is to deregister and withdraw state approval of the Hierarch Academy
15 Apprenticeship Program.

16 **CONCLUSION AND DECISION**

17 Having duly considered the Chief's Report and Recommendation on the
18 Deregistration of the Hierarch Academy Apprenticeship Program, I adopt the
19 recommendation to deregister and withdraw state approval of the Hierarch Academy
20 Apprenticeship Program. The deregistration of the Hierarch Apprenticeship Program
21 cancels the approval of the program to operate.

22 As required by regulation, within 15 days of service of this Decision, the
23 sponsor shall notify each apprentice of the Decision to deregister the program. Along
24 with the notification, the sponsor shall inform each apprentice that the Decision
25 automatically terminates the apprentice's individual registration. The sponsor shall
26 also provide each apprentice with the names and addresses of other programs in the
27 area. Finally, the sponsor shall provide the Chief with proof of mailing these notices.
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(Regulation § 212.4, subd. (b)(9).)

Date: December 22, 2025



Jennifer Osborn
Director of Industrial Relations
Administrator of Apprenticeship