Apprenticeship Board

Hairstylist Trade Regulations under subsection 17A(1) of the Apprenticeship and Trades Qualifications Act

I, Brad Smith, Chair of the Apprenticeship Board for the Province of Nova Scotia, certify that at a meeting on November 18, 2020, the Apprenticeship Board, pursuant to subsection 17A(1) of Chapter I of the Acts of 2003, the Apprenticeship and Trades Qualifications Act, carried a motion, effective on and after January 4, 2021, to make regulations respecting the hairstylist trade in the form set forth in the attached Schedule “A”.

Dated and signed December 18, 2020, at Halifax Regional Municipality, Province of Nova Scotia.

Brad Smith
Chair, Apprenticeship Board
Schedule “A”

Regulations Respecting the Hairstylist Trade
made by the Apprenticeship Board under
subsection 17A(1) of Chapter 1 of the Acts of 2003,
the Apprenticeship and Trades Qualifications Act

Citation
1 These trade regulations may be cited as the Hairstylist Trade Regulations.

Definitions
2 (1) In these regulations,

“Act” means the Apprenticeship and Trades Qualifications Act;

“General Regulations” means the Apprenticeship and Trades Qualifications Act General Regulations made under the Act;

“hairstylist trade” means the occupation of a hairstylist, consisting of the provision of hair care by the act of cutting, colouring, lightening, tinting, straightening, curling, drying or shaving hair using mechanical, chemical or other means.

(2) A term defined in the General Regulations has the same meaning when used in these regulations.

Application of these trade regulations
3 These trade regulations apply to the parties to an apprenticeship agreement if all of the following are met:

(a) the parties meet the eligibility requirements set out in Sections 7 and 8 of the General Regulations;

(b) the parties satisfy the Director that they meet the requirements of these trade regulations, as required by Section 8 of the General Regulations;

(c) the parties or either of them applies to the Director in accordance with Section 11 of the General Regulations during the period from January 4,
2021, to April 2, 2021, to have the apprenticeship agreement registered under subsection 18(2) of the Act.

**Term of apprenticeship for hairstylist trade**

4 (1) The term of apprenticeship for the hairstylist trade consists of all of the following:

(a) 3600 documented hours of the combination of practical experience and the portion of technical training spent learning the skills of the designated trade as described in clause 26(1A)(a) of the General Regulations and as approved by the Director;

(b) related technical training as described in clause 26(1A)(b) of the General Regulations and as approved by the Director;

(c) a certification examination.

(2) Any probationary period included in a term of apprenticeship for the hairstylist trade as permitted by subsection 12(2) of the General Regulations must be no longer than 3 months.

**Ratio of journeypersons to apprentices for hairstylist trade**

5 The minimum ratio of journeypersons to apprentices required by clause 27(2)(a) of the General Regulations to be maintained by an employer in the hairstylist trade, unless varied in accordance with Section 24 of the General Regulations, is 1 journeyperson to each apprentice.

**Wage schedule for apprentices in hairstylist trade**

6 (1) Subject to subsection (2) and to subsection 25(3) of the General Regulations, the minimum wage for each hour worked by a hairstylist apprentice in each level of their term of apprenticeship is a percentage of the wage for a hairstylist journeyperson in the same place of employment, as set out in the following table:

<table>
<thead>
<tr>
<th>Level of Apprenticeship</th>
<th>Hours in Level of Apprenticeship</th>
<th>Minimum Wage (% of journeyperson’s wage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0–1800</td>
<td>50%</td>
</tr>
<tr>
<td>2</td>
<td>1801–3600</td>
<td>75%</td>
</tr>
</tbody>
</table>

(2) An employer must not employ a hairstylist apprentice at a wage for actual hours worked that is lower than the wage that would be paid at the minimum wage rate prescribed in the *Minimum Wage Order (General)* made under the *Labour Standards Code*. 

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Certificate in hairstylist trade through trade qualification

7 The period of employment in the designated trade that is required under paragraph 30(1)(a)(ii)(B) of the General Regulations for a person who does not hold a certificate of apprenticeship and is applying for a certificate of qualification in the hairstylist trade is 5400 hours.

Compliance with identity card requirements

8 For the purposes of subsections 34(2) and (3) of the General Regulations, which require an apprentice or journeyperson to keep their identity card in their possession when practising the designated trade and produce it on request, a person is practising the hairstylist trade while the person is doing any of the following:

(a) for an apprentice,
   (i) acquiring practical experience in the trade, or
   (ii) learning the skills of the trade during the technical training portion of apprenticeship training;

(b) for a journeyperson, performing the duties of the trade as defined in these regulations or their duties as set out in the General Regulations.

Credential recognized as equivalent to the hairstylist trade

9 For the purpose of subsection 42A(1) of the General Regulations, the following licences to practise cosmetology issued under the Cosmetology Act are the equivalent of a hairstylist trade certificate of qualification:

(a) a Master Cosmetologist (Hairdressing) licence;

(b) a Master Cosmetologist Instructor (Hairdressing) licence.