



**UNIVERSITY OF HAWAII SYSTEM**

**‘ŌNAEHANA KULANUI O HAWAII**

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

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Testimony Presented Before the  
House Committee on Higher Education & Technology  
House Committee on Education  
Friday, February 2, 2024, at 2:00 p.m.

By

Nathan Murata, Dean  
College of Education

and

Michael Bruno, Provost  
University of Hawai'i at Mānoa

## HB 1534 – RELATING TO EDUCATION

Chairs Perruso and Woodson, Vice Chairs Kapela and La Chica, and Members of the Committees:

Thank you for the opportunity to testify in support of HB 1534, which establishes a teacher apprenticeship program to support, recruit, develop, and retain teachers for Hawai'i's public schools. As stated in the bill, the program is a valuable strategy in helping to address statewide K-12 teacher shortages in Hawai'i's public schools.

The University of Hawai'i, College of Education is committed to establishing a teacher apprenticeship program statewide. In addition, comments are being offered for HB 1534.

- (1) §302A – The establishment of the Hawaii Teacher Apprenticeship Program to be administered by the Hawaii Teacher Standard Board under the guidance of the Department of Labor and Industrial Relations as required by law should be articulated.
- (2) With regards to eligibility for candidates and mentors, we would support the language and requirements be set by the Hawaii Teacher Standards Board and Department of Labor and Industrial Relations.

Thank you for allowing our testimony on HB 1534.

JOSH GREEN, M.D.  
GOVERNOR



KEITH T. HAYASHI  
SUPERINTENDENT

STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 02/02/2024  
**Time:** 02:00 PM  
**Location:** 309 VIA VIDEOCONFERENCE  
**Committee:** House Higher Education &  
Technology  
House Education

**Department:** Education

**Person Testifying:** Keith T. Hayashi, Superintendent of Education

**Title of Bill:** HB 1534 RELATING TO EDUCATION.

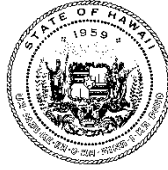
**Purpose of Bill:** Establishes the Hawaii Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawaii's public schools. Appropriates funds.

**Department's Position:**

The Hawaii State Department of Education (Department) supports HB 1534 that tasks the Hawaii Teacher Standards Board (HTSB) to administer the Hawaii Teacher Apprenticeship Program, but would defer to HTSB as to the implementation of this program.

Apprenticeship programs in the United States have a long history of providing pathways to individuals seeking meaningful employment and, for employers, a pool of highly skilled and qualified individuals. Establishing a Hawaii Teacher Apprenticeship Program administered by the HTSB would create pathways for individuals to enter the teaching profession in Hawaii.

Thank you for the opportunity to provide testimony on HB 1534.



**STATE OF HAWAII**  
**HAWAII TEACHER STANDARDS BOARD**

650 IWILEI ROAD, SUITE 268  
HONOLULU, HAWAII 96817

February 2, 2024

**WRITTEN TESTIMONY BEFORE THE HOUSE COMMITTEE ON HIGHER EDUCATION & TECHNOLOGY and  
COMMITTEE ON EDUCATION**

**PERSON TESTIFYING:** Felicia Villalobos, Executive Director, on behalf of the Hawai'i Teacher Standards Board (HTSB)

**DATE:** February 2, 2024

**TIME:** 2:00pm

**LOCATION:** Conference Room 309 and Video Conference

**TITLE OF BILL:** HB 1534 RELATING TO EDUCATION

**PURPOSE OF BILL:** Establishes the Hawaii Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawaii's public schools. Appropriates funds.

**POSITION:** Supports HB 1534, with suggested amendments

Chair Perruso, Chair Woodson, and Members of the Committees:

The Hawai'i Teacher Standards Board supports HB1534, with suggested amendments. The Board agrees with the recommendations in HB1534 for individuals who apply to be a Registered Teacher Apprenticeship in this bill, as written; however, under federal law with the Department of Labor, we need set up our own state's Registered Teacher Apprenticeship Program following federal guidelines as well as in compliance with our state Department of Labor and Industrial Relations (DLIR). Those requirements need first to be approved by our DLIR's Workforce Development Council. Another part of this process is the setting up of minimum qualifications for individuals to be accepted into this program. HTSB is also looking at these requirements and communicating with DLIR, as well as our colleges withing the University of Hawai'i system, HIDOE, P20, HSTA, and other stakeholders. HTSB intends to include committing to teaching in Hawaii for seven years and starting with our state university system to allow our colleges to apply for inclusion in this program by creating a Memorandum of Understanding (MOU) with HTSB in order to receive federal funding to be a part of this program.

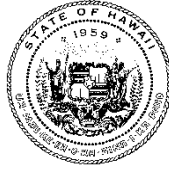
We applaud the legislature for showing their commitment to this program getting started by proposing this bill and appropriating moneys needed to support getting this program started. Many other states have started their Registered Teacher Apprenticeship Programs, and we are learning from them to ensure we start up strong and have everyone's commitment to help this program thrive. We have listed in section two what the Hawai'i Teacher Standards Board needs to help support this program at this point.

Our goal is to recruit and retain our licensed teachers, and this apprenticeship pathway will support those individuals who want to become teachers with many wrap-around services from the Department of Labor and Industrial Relations, HIDOE, P20, HTSB, HSTA, and others. We will then be able to braid funds from different sources, from the federal level as well as the state level.

The Hawai'i Teacher Standards Board (HTSB) suggests this bill to be amended by replacing the language in section 2, to be in accordance with federal regulations of the newly permitted Registered Teacher Apprenticeship Program that may be started under our state Department of Labor and Industrial Relations (DLIR). HTSB has agreed to sponsor the Registered Teacher Apprenticeship Program with the agreements of other state agencies.

SECTION 2. (1) As the sponsor of a registered teacher apprenticeship program, Hawaii teacher standards board shall develop the Hawaii registered teacher apprenticeship program in compliance with the department of labor and industrial relations to be approved by the department of labor and industrial relations. The purpose of the program is to help recruit and increase the number of teachers throughout the state by utilizing an apprenticeship model for training. The program shall provide for an applicant who successfully completes the program to obtain a teaching license issued by the Hawaii teacher standards board. The Hawaii teacher standards board may work with Hawaii teacher standards board approved institutions of higher education who are authorized Hawaii post-secondary education programs with a physical presence in Hawaii, the department of labor and industrial relations, and other educational stakeholders approved by the Hawaii teacher standards board.

(2) An individual may apply for participation in the program



**STATE OF HAWAII**  
**HAWAII TEACHER STANDARDS BOARD**

650 IWILEI ROAD, SUITE 268  
HONOLULU, HAWAII 96817

if the individual (a) is an employee of an accredited public school or public charter school in Hawaii (b) is hired to begin working for a school approved or accredited by the State Department of Education for which the individual is applying for participation in the program.

3) The Hawaii teacher standards board, in compliance with the department of labor and industrial relations and federal teacher apprenticeship regulations shall determine requirements for acceptance and completion of the program by an applicant.

4) The Hawaii teacher standards board will issue a teaching license to an applicant who successfully completes all of the registered teacher apprenticeship program requirements and meets all teacher licensing requirements.

5) It is the intent of the Legislature to appropriate for fiscal year 2024-25 to the Hawaii teacher standards board to assist with setting up and beginning this program, including the hiring of one FTE financial manager to ensure fiscal compliance and manage funds and one FTE Data Analyst to gather,

interpret, and report program data.

(e) The Hawaii teacher standards board shall determine mentor qualifications and requirements in compliance with federal department of labor regulations. Mentors shall receive a stipend of \$3,000 when requirements are met:

Thank you for allowing us to testify on this bill.



**HOUSE BILL 1534**  
RELATING TO EDUCATION  
House Committee on Higher Education & Technology  
House Committee on Education

February 2, 2024

2:00 pm

Room 309

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The Office of Hawaiian Affairs (OHA) will recommend that the Board of Trustees (BOT) **SUPPORTS** this House Bill 1534, which establishes the Hawai'i Teacher Apprenticeship Program, to be administered by the Hawai'i Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawai'i's public schools. Appropriates funds.

In School Year (SY) 2021-2022, Native Hawaiian students made up 23.6% of the public school student population.<sup>1</sup> However, only 10.6% of the classroom teachers were Hawaiian.<sup>2</sup> Numerous studies have shown that students' achievement is impacted by whether or not they can see themselves in their teachers throughout their education career.<sup>3</sup> We believe that increasing the number of Native Hawaiian classroom teachers in the public school system is a key component to closing achievement gaps that impact Native Hawaiian students.

OHA supports this measure and the way it provides an alternative pathway for homegrown teachers to achieve licensure while upholding quality. OHA believes that the mentorship model also offers the possibility for a culturally responsive option to support prospective teachers of Hawaiian ancestry. **The program could allow Native Hawaiian mentors to help bring up a new generation of kanaka maoli educators.** This kind of model also fosters professional networks that support long careers in the public school system. We see this program as a significant opportunity for the Hawai'i Teacher Standards Board to administer this program in way that increases Native Hawaiian representation in public school faculty.

Accordingly, OHA urges this Committee to **SUPPORT** this promising program by advancing HB1534. Mahalo nui for the opportunity to testify on this important issue.

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<sup>1</sup> Office of Hawaiian Affairs, [Native Hawaiian Data Book 2023, Education](#), Table 6.01

<sup>2</sup> Id, Table 6.10

<sup>3</sup> E.g. Brookings, [Teacher diversity and student success: Why racial representation matters in the classroom](#), April 19, 2021



STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

February 2, 2024

To: The Honorable Amy A. Perruso, Chair  
The Honorable Jeanne Kapela, Vice Chair and  
Members of the House Committee on Higher Education & Technology

The Honorable Justin H. Woodson, Chair  
The Honorable Trish La Chica, Vice Chair and  
Members of the House Committee on Education

Date: Friday, February 2, 2024  
Time: 2:00 p.m.  
Place: Conference Room 309, State Capitol

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

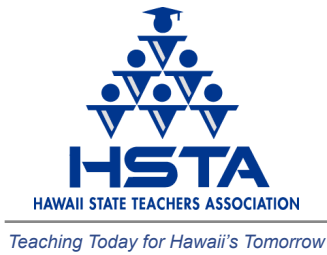
**Re: H.B. 1534 RELATING TO EDUCATION**

**I. OVERVIEW OF PROPOSED LEGISLATION**

DLIR **supports the intent** and offers comments but defers to the Department of Education and the Hawaii Teachers Standard Board regarding administrative or budgetary issues. HB1534 proposes to establish the Hawaii Teacher Apprenticeship Program to be administered by the Hawaii Teachers Standard Board to recruit and retain teachers for Hawaii's public schools.

The DLIR is the State Apprenticeship Agency recognized by the US Department of Labor to register apprenticeship programs in the State of Hawaii. The DLIR is responsible for the approval of Program Standards that conform to the State and Federal rules and regulations relating to Registered Apprenticeship. The DLIR supports the expansion of the Registered Apprenticeship Program to non-traditional programs including potentially teacher apprenticeship. If this measure is enacted, the program would need to meet the Registered Apprenticeship Program requirements and seek approval from the DLIR Director to be recognized as a Registered Apprenticeship Program.





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**Osa Tui, Jr.**  
President

**Logan Okita**  
Vice President

**Lisa Thompson**  
Secretary-Treasurer

**Ann Mahi**  
Executive Director

## TESTIMONY TO THE HAWAII HOUSE COMMITTEES ON HIGHER EDUCATION & TECHNOLOGY AND EDUCATION

Item: **HB1534 - Relating to education**

Position: **Support**

Hearing: **February 2, 2024, 2:00 p.m., Conference Room 309**

Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chairs Perruso and Woodson, Vice Chairs Kapela and La Chica, and members of the committees,

The Hawai'i State Teachers Association **supports** HB1534 which establishes the Hawai'i Teacher Apprenticeship Program, to be administered by the Hawai'i Teacher Standards Board, to support, recruit, develop, and retain teachers for Hawai'i's public schools.

Teacher shortages in Hawai'i are nothing new. Recent news that teacher vacancies are down this school year mask the fact that the percentage of qualified teachers is also down. The effort must continue to get as many qualified educators into our classrooms as possible.

The Hawai'i Teacher Apprenticeship Program will open doors to many who would not otherwise have a path to becoming a qualified teacher in our state. The traditional route to completing a state-approved teacher education program is to take a semester or more to do student-teaching while forsaking any other work and income during student-teaching. That is a bar too high for many who are not financially able to do so.

According to the U.S. Department of Labor, "Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency."

Last month, the inaugural National Convening on Registered Apprenticeships in Teaching was held. A number of states were highlighted for the progress they have made in just a short amount of time as registered teaching apprenticeships take the country by storm. Here's hoping the Hawai'i Teacher Apprenticeship Program, ultimately benefiting our keiki, can be featured at the next annual convening.

The Hawai'i State Teachers Association asks your committee to **support** this bill.



Testimony Presented Before the  
House Committee on Higher Education & Technology  
and  
House Committee on Education  
Friday, February 2, 2024, at 2:00 p.m.  
By  
Stephen Schatz, Executive Director  
Hawai'i P-20 Partnerships for Education

## HBI534 – RELATING TO EDUCATION

Chairs Perruso and Woodson, Vice Chairs Kapela and La Chica, and Members of the Committees:

Thank you for the opportunity to testify on HBI534 relating to establishing a Hawai'i Teacher Apprenticeship Program.

Hawai'i P-20 Partnerships for Education supports HBI534 and the creation of a Hawai'i Teacher Apprenticeship Program. The State's ability to fill annual teacher vacancies with qualified local candidates has been a challenge for many years. It is critical that Hawai'i public school students are taught by highly-qualified teachers who adequately reflect the socioeconomic, racial, ethnic, and cultural diversity of Hawai'i. A teacher apprenticeship program will create an additional pathway into the teaching profession that ensures teachers enter the classroom well-prepared, increases teacher retention, and contributes to the overall quality of education, while allowing apprentices to earn income while they pursue their teaching degree.

Although we support the bill, we suggest more inclusive language regarding who can participate. We believe that the participation requirements should be determined through a partnership between the Hawai'i Teacher Standards Board (HTSB) and the Hawai'i Department of Education (HIDOE). Specifically, requiring candidates to have an associate degree or a particular grade point average might not allow sufficient flexibility in program implementation, and could limit the ability of HTSB and HIDOE to make timely and appropriate modifications to ensure the program's success.

Thank you for the opportunity to submit testimony on this measure.

**HB-1534**

Submitted on: 1/31/2024 3:44:53 PM

Testimony for HET on 2/2/2024 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Justin Silva	Individual	Support	Written Testimony Only

Comments:

Received an associate degree from an accredited postsecondary institution in the State

Earned a cumulative grade point average of 3.0 in the degree program for the degree received in accordance with paragraph (1);

**HB-1534**

Submitted on: 1/31/2024 8:55:23 PM

Testimony for HET on 2/2/2024 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Michael EKM Olderr	Individual	Support	Written Testimony Only

Comments:

I support this bill.

**HB-1534**

Submitted on: 2/1/2024 6:27:56 PM

Testimony for HET on 2/2/2024 2:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
Kahea Faria	Individual	Support	Written Testimony Only

Comments:

Please pass HB1534 to support the preparation of teacher candidates for Hawaii's public schools.