
A BILL FOR AN ACT

RELATING TO A HAWAII TEACHER REGISTERED APPRENTICESHIP PROGRAM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that the State's public
2 schools have been facing severe teacher shortages for years with
3 little support to address this issue. The department of
4 education, along with the Hawaii teacher standards board as
5 sponsor, seeks to create and bolster the state teacher
6 apprenticeship program through mentor training, creating mentor
7 apprenticeship curriculum, monitoring, and providing
8 coordination for the creation of multiple pathways for
9 apprentices to become teachers.

10 The legislature further finds that the lack of
11 apprenticeship programs to assist future teachers in obtaining
12 the necessary licenses and gaining workforce experience
13 contributes to poor retention, lack of diversity, and lack of
14 more recruitment in local communities for individuals to become
15 teachers in state public schools. Hawaii needs a structured
16 teacher registered apprenticeship program to boost retention,
17 diversity, and recruitment among the State's teachers in public



1 schools. The department of education will need positions to
2 manage, create, and evaluate metrics for federal and state
3 reporting requirements of such a teacher registered
4 apprenticeship program.

5 The purpose of this Act is to establish and appropriate
6 funds for a teacher registered apprenticeship program to
7 support, recruit, develop, and retain teachers for Hawaii's
8 public schools.

9 SECTION 2. Chapter 302A, Hawaii Revised Statutes, is
10 amended by adding a new section to part III, subpart D, to be
11 appropriately designated and to read as follows:

12 **"§302A- Hawaii teacher registered apprenticeship**
13 **program.** (a) The board shall develop and implement a Hawaii
14 teacher registered apprenticeship program, the purpose of which
15 shall be to recruit, retain, and increase the number of teachers
16 throughout the State.

17 (b) The board shall work with the department of labor and
18 industrial relations to develop the program. The board may work
19 with board-approved institutions of higher education that are
20 authorized Hawaii post-secondary education programs with a
21 physical presence in the State and other education stakeholders



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1 approved by the board for the purposes of the Hawaii teacher
2 registered apprenticeship program.

3 (c) An individual may apply for participation in the
4 Hawaii teacher registered apprenticeship program if the
5 individual:

6 (1) Is currently employed as an educational assistant or
7 teacher assistant at a public school or public charter
8 school in the State; or

9 (2) Is newly hired to begin working as an educational
10 assistant or teacher assistant at a public school or
11 public charter school in the State for which the
12 individual is applying for participation in the
13 program.

14 (d) The board, in compliance with department of labor and
15 industrial relations and federal teacher registered
16 apprenticeship regulations, shall determine the requirements for
17 acceptance and completion of the Hawaii teacher registered
18 apprenticeship program.

19 (e) The board shall issue a teaching license to an
20 applicant who successfully completes all of the Hawaii teacher



1 registered apprenticeship program requirements and meets all
2 other teaching licensing requirements.

3 (f) The board shall determine mentor qualifications and
4 requirements in compliance with federal Department of Labor
5 regulations, including mentor professional development, length
6 of time apprentices are required to be in their classrooms, and
7 meetings to update the educational providers and the board with
8 assistance apprentices may need. Mentors shall receive a
9 stipend of \$4,000 when requirements established pursuant to this
10 subsection are met."

11 SECTION 3. There is appropriated out of the general
12 revenues of the State of Hawaii the sum of \$426,848 or so much
13 thereof as may be necessary for fiscal year 2025-2026 to
14 establish the Hawaii teacher registered apprenticeship program
15 pursuant to section 302A- , Hawaii Revised Statutes; provided
16 that the funds appropriated shall be used as follows:

- 17 (1) \$200,000 for stipends for mentors in the program;
- 18 (2) \$116,712 for one full-time equivalent (1.0 FTE)
19 business manager officer II position; and
- 20 (3) \$110,136 for one full-time equivalent (1.0 FTE)
21 institutional analyst II position.



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1 The sums appropriated shall be expended by the department
2 of education for the purposes of this Act.

3 SECTION 4. New statutory material is underscored.

4 SECTION 5. This Act shall take effect on July 1, 2025.

5

INTRODUCED BY:



JAN 22 2025



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Report Title:

Hawaii Teacher Standards Board; Hawaii Teacher Registered Apprenticeship Program; Appropriation

Description:

Establishes the Hawaii Registered Teacher Apprenticeship Program, to be administered by the Hawaii Teacher Standards Board. Appropriates funds.

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