

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:** 03/18/2025

**Time:** 02:00 PM

**Location:** 309 VIA VIDEOCONFERENCE

**Committee:** House Education

**Department:** Education

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

**Bill Title:** SB 0440, SD2 RELATING TO EDUCATION.

**Purpose of Bill:** Establishes the Future Career and Technical Education Teacher Scholarship Program to be administered by the Department of Education to facilitate the recruitment and retention of career and technical education teachers in Hawaii public schools. Appropriates funds. Effective 7/1/2050. (SD2)

**Department's Position:**

The Department of Education (Department) supports the intent of SB 440, SD 2 that establishes the future career and technical education (CTE) teacher scholarship program, which will assist in addressing ongoing challenges of recruiting qualified CTE teachers in Hawaii's public schools.

The Department notes that there are limited teacher education programs within the University of Hawaii system to support certification of CTE teachers.

At this time, the Department would need to do more analysis as to how the mandates of this measure would be carried out and to determine whether additional staff and resources may be needed to administer the program.

The Department appreciates this proposal and the inclusion of funding, however, it would first request support for the priorities identified in its Governor-approved budget. Thank you for the opportunity to testify on this measure.



**DEPARTMENT OF BUSINESS,  
ECONOMIC DEVELOPMENT & TOURISM**  
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI  
A HO'OMĀKA'IKĀ'I

**JOSH GREEN, M.D.**  
GOVERNOR

**SYLVIA LUKE**  
LT. GOVERNOR

**JAMES KUNANE TOKIOKA**  
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Statement of  
**JAMES KUNANE TOKIOKA**  
Director  
Department of Business, Economic Development, and Tourism  
before the  
**HOUSE COMMITTEE ON EDUCATION**  
and the  
**HOUSE COMMITTEE ON HIGHER EDUCATION**

Tuesday, March 18, 2025, 2:00 PM  
State Capitol, Conference Room #309

In consideration of  
**SB 440 SD2**  
**RELATING TO EDUCATION.**

Chair Woodson, Vice Chair La Chica, and members of the House Committee on Education; Chair Garrett, Vice Chair Amato, and members of the House Committee on Higher Education. The Department of Business, Economic Development, and Tourism (DBEDT) supports the intent of SB440 SD2, which establishes the Future Career and Technical Education (CTE) Teacher Scholarship Program to address Hawaii's ongoing shortage of CTE teachers.

We offer the following recommendations to strengthen the program's effectiveness:

- Industry-Connected Learning – CTE teachers must stay current with industry trends to ensure students are well-prepared for high-demand careers. Incorporating externship opportunities for CTE teachers will strengthen real-world alignment between education and workforce needs.
- Retention Support – Recruitment alone won't solve the teacher shortage. Many CTE teachers leave within their first few years due to lack of structured

mentorship and professional development. Supporting ongoing training and mentorship for scholarship recipients can improve long-term retention.

- Expanded Eligibility – As currently drafted, eligibility is limited to UH students, excluding other accredited in-state institutions (HPU, Chaminade, BYU-Hawaii) and Hawaii residents pursuing education degrees out of state. Expanding eligibility will broaden access and increase the local teacher pipeline.
- Prioritizing High-Demand Fields – The program should focus on preparing CTE teachers for sectors that align with Hawaii’s economic diversification strategy, such as advanced manufacturing, healthcare, energy, creative industries, and agriculture. Ensuring scholarships are directed toward critical workforce shortage areas will maximize the program’s impact.
- Program Tracking & Accountability – A reporting mechanism should be established to track program outcomes, including the number of scholarship recipients who complete the program, their placement in DOE schools, and long-term retention rates. This will ensure the program is meeting its workforce goals.
- Funding Sustainability – SB440 SD2 removes the special fund, meaning repayments from scholarship recipients will now go into the general fund rather than being reinvested into the program. A dedicated reinvestment mechanism could help ensure long-term program sustainability.

These enhancements would help align SB440 SD2 with DBEDT’s strategic vision for workforce development, ensuring Hawaii’s students have access to high-quality CTE programs that prepare them for the jobs of the future.

Mahalo for the opportunity to testify.

**LATE**



**TESTIMONY IN SUPPORT TO SENATE BILL 440 SD2**  
RELATING TO EDUCATION  
House Committee on Education  
Hawai'i State Capitol

March 18, 2025

2:00PM

Conference Room 309

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Dear Chair Woodson, Vice Chair La Chica and members of the House Committee on Education:

The Office of Hawaiian Affairs (OHA) **strongly supports SB440 SD2**, which establishes the Future Career and Technical Education (CTE) Teacher Scholarship Program. This program aims to address Hawaii's critical shortage of qualified CTE teachers and to support the recruitment and retention of CTE educators in our public schools. The bill aligns with OHA's commitment to enhancing educational opportunities for Native Hawaiians and addressing workforce shortages in key sectors of Hawai'i's economy.

**Concerns and Recommendations**

While OHA supports the intent of **SB440 SD2**, we recommend a few modifications to better address the needs of Native Hawaiian students and ensure equitable access:

1. **Culturally Relevant Pathways:** While SB440 SD2 focuses on the University of Hawai'i system, we encourage the inclusion of culturally relevant CTE pathways that are grounded in Hawaiian values and traditions. OHA has proposed initiatives in its biennium budget that could address this gap, ensuring that Native Hawaiian students are prepared for success while honoring their cultural heritage.
2. **Financial Equity:** The scholarships repayment clause could disproportionately burden students from lower socioeconomic backgrounds, including many Native Hawaiians. We urge the committee to further review and adjust the provision to ensure that financial terms are equitable and do not discourage students from pursuing this important field.
3. **Impact of shifting from Special Funds to General Funds:** The recommended deletion of language that would establish the Future CTE Teacher Scholarship Special Fund may impact the program's sustainability. Without the establishment of a dedicated special fund, the program would be reliant on annual appropriations, which could limit its long-term stability and effectiveness. A special fund would

provide a consistent and reliable funding mechanism to support the program's objectives over time. OHA respectfully recommends reconsidering the removal of this provision to promote the program's sustainability, success, and ability to meet ongoing workforce development needs.

OHA's mandate, guided by our Strategic Plan *Mana i Maui Ola*, compels us to advocate for measures that support both the educational and professional development of our people. SB440 SD2 represents an important step in advancing this mission by improving CTE opportunities, creating greater career pathways for Native Hawaiians, and addressing critical workforce shortages.

OHA respectfully urges the Committee to **PASS** SB440 SD2. Mahalo nui for the opportunity to testify on this important issue.

**Testimony to the House Committee on Education  
Representative Justin H. Woodson, Chair  
Representative Trish La Chica, Vice Chair**

**Tuesday, March 18, 2025, at 2:00PM  
Conference Room 309 & Videoconference**

**RE: SB440 SD2 Relating to Education**

Aloha e Chair Woodson, Vice Chair La Chica, and Members of the Committee:

My name is Sherry Menor, President and CEO of the Chamber of Commerce Hawaii ("The Chamber"). The Chamber supports Senate Bill 440 Senate Draft 2 (SB440 SD2), which establishes the Future Career and Technical Education Teacher Scholarship Program to be administered by the Department of Education to facilitate the recruitment and retention of career and technical education teachers in Hawai'i public schools.

SB440 SD2 aligns with our 2030 Blueprint for Hawaii: An Economic Action Plan, specifically under the policy pillar for Small Business. This bill promotes policies that drive economic growth, enhance workforce opportunities, and improve the quality of life for Hawaii's residents.

Hawaii has a pressing need to recruit and retain skilled career and technical education (CTE) teachers who can prepare students for today's rapidly evolving job market. In response, this legislation establishes the Future Career and Technical Education Teacher Scholarship Program, offering financial assistance to students at the University of Hawaii who commit to completing an approved teacher education program and serving at least five years in Hawaii's public schools. Should a scholarship recipient fail to meet these requirements, a proportional repayment schedule ensures that the program resources remain effectively allocated.

By providing targeted support and clear guidelines for scholarship recipients, this measure strengthens the CTE teaching pipeline and underscores Hawaii's long-term investment in educational excellence. The Chamber supports this legislation because it simultaneously addresses the statewide need for qualified CTE educators, boosts workforce development, and ensures students receive high-quality technical education that aligns with industry needs.

The Chamber of Commerce Hawaii is the state's leading business advocacy organization, dedicated to improving Hawaii's economy and securing Hawaii's future for growth and opportunity. Our mission is to foster a vibrant economic climate. As such, we support initiatives and policies that align with the 2030 Blueprint for Hawaii that create opportunities to strengthen overall competitiveness, improve the quantity and skills of available workforce, diversify the economy, and build greater local wealth.

We respectfully ask to pass Senate Bill 440 Senate Draft 2. Thank you for the opportunity to testify.