

JOSH GREEN, M.D.  
GOVERNOR

SYLVIA LUKE  
LIEUTENANT GOVERNOR

EMPLOYEES' RETIREMENT SYSTEM  
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND  
OFFICE OF THE PUBLIC DEFENDER

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DIRECTOR

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**STATE OF HAWAII**  
**DEPARTMENT OF BUDGET AND FINANCE**  
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FINANCIAL ADMINISTRATION DIVISION  
OFFICE OF FEDERAL AWARDS MANAGEMENT

**WRITTEN ONLY**  
TESTIMONY BY LUIS P. SALAVERIA  
DIRECTOR, DEPARTMENT OF BUDGET AND FINANCE  
TO THE SENATE COMMITTEE ON EDUCATION  
ON  
SENATE BILL NO. 440

**January 31, 2025**  
**3:00 p.m.**  
**Room 229 and Videoconference**

RELATING TO EDUCATION

The Department of Budget and Finance (B&F) offers comments on this bill.

Senate Bill (S.B.) No. 440 establishes the Future Career and Technical Education Teacher Scholarship Program (FCTETSP) administered by the Department of Education to facilitate the recruitment and retention of career and technical education to teachers; establishes the FCTETSP Special Fund (FCTETSPSF); and appropriates \$600,000 in general funds for FY 26 and FY 27 for the FCTETSP. Revenues for the FCTETSPSF include legislative appropriations and funds received as repayment from scholarship recipients.

As a matter of general policy, B&F does not support the creation of any special fund, which does not meet the requirements of Section 37-52.3, HRS. Special funds should: 1) serve a need as demonstrated by the purpose, scope of work, and an explanation why the program cannot be implemented successfully under the general fund appropriation process; 2) reflect a clear nexus between the benefits sought and charges made upon the users or beneficiaries or a clear link between the program and the sources

of revenue; 3) provide an appropriate means of financing for the program or activity; and 4) demonstrate the capacity to be financially self-sustaining. Regarding S.B. No. 440, it is difficult to determine whether the proposed special fund would be self-sustaining.

Further, this bill does not provide a special fund appropriation to support the program as envisioned in the bill.

Thank you for your consideration of our comments.

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:** 01/31/2025

**Time:** 03:00 PM

**Location:** CR 229 & Videoconference

**Committee:** Senate Education

**Department:** Education

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

**Bill Title:** SB 0440 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 teachers in Hawaii public schools. Appropriates funds.

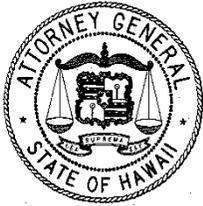
**Department's Position:**

The Department of Education (Department) supports the intent of SB440 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 Hawai'i's public schools.

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

The Department appreciates this proposal and the inclusion of funding but asks that any additional funding does not affect the Department's Board approved budget requests.

Thank you for the opportunity to testify regarding SB 440.



**TESTIMONY OF  
THE DEPARTMENT OF THE ATTORNEY GENERAL  
KA 'OIHANA O KA LOIO KUHINA  
THIRTY-THIRD LEGISLATURE, 2025**

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**ON THE FOLLOWING MEASURE:**  
S.B. NO. 440, RELATING TO EDUCATION.

**BEFORE THE:**  
SENATE COMMITTEE ON EDUCATION

**DATE:** Friday, January 31, 2025                      **TIME:** 3:00 p.m.

**LOCATION:** State Capitol, Room 229

**TESTIFIER(S):** Anne E. Lopez, Attorney General, or  
Anne T. Horiuchi or Randall M. Wat, Deputy Attorneys General

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Chair Kidani and Members of the Committee:

The Department of the Attorney General provides the following comments.

The bill proposes to establish the Future Career and Technical Education Teacher Scholarship Program (Program) to be administered by the Department of Education (DOE) to facilitate the recruitment and retention of career and technical teachers in Hawaii public schools. The bill also appropriates funds for the Program's special fund.

The first proposed new section 302A-\_\_ (c) in section 1 of this bill states that scholarship recipients must teach career and technical education in the Hawaii public school system for at least five years immediately following completion of a state-approved teacher education program. Page 2, lines 1-4. The Department suggests also including the requirement that the scholarship recipient must obtain a teaching license in order to teach in the public school system:

(c) Scholarship recipients shall **obtain a license from the Hawaii teacher standards board pursuant to section 302A-805 and shall** teach career and technical education in the Hawaii public school system for at least five years immediately following completion of a state-approved teacher education program.

(Page 2, lines 1-4, suggested changes in bold.)

Thank you for the opportunity to provide comments on this bill.

**SB-440**

Submitted on: 1/30/2025 1:49:32 PM

Testimony for EDU on 1/31/2025 3:00:00 PM

Submitted By	Organization	Testifier Position	Testify
Corey Rosenlee	Individual	Support	Remotely Via Zoom

Comments:

**Chair Kidani and Members of the Senate Education Committee,**

My name is Corey Rosenlee, and I strongly support **SB440**.

I appreciate the Senate’s commitment to expanding the pool of **Career and Technical Education (CTE) teachers**, a critical need in our state. However, to maximize the impact of this scholarship program, we must address a fundamental gap in our educational system—**the lack of a CTE program at UH Mānoa**.

Currently, students who aspire to become CTE teachers must first earn a **Bachelor’s Degree in Secondary Education** at UH Mānoa, then **attend a community college** to obtain their CTE certification. This process is inefficient and discourages many potential educators.

Consider the experience of a UH Mānoa student who wants to become a CTE teacher. Since UH Mānoa does not offer a CTE pathway, they must choose another subject, such as **English**, for their degree. They complete their **student teaching in English**, graduate, and immediately begin earning a **\$50,000 salary** while accumulating credits to advance on the pay scale. Alternatively, if they still wish to pursue CTE, they must commit to **an additional 1.5 to 2 years of coursework—without pay**.

This **unnecessary financial and logistical burden** discourages talented individuals from entering the CTE field, weakening Hawaii’s workforce pipeline.

**SB440 has the potential to be a powerful recruitment tool**, but its effectiveness would be significantly enhanced if it covered **four years of tuition for a dedicated CTE degree at UH Mānoa**. Establishing such a program would not only remove barriers for future CTE teachers but also ensure a steady stream of qualified educators to meet Hawaii’s growing needs.

I urge you to consider this essential improvement to SB440.

Thank you for your time and commitment to education.



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

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

**SYLVIA LUKE**  
LT. GOVERNOR

**JAMES KUNANE TOKIOKA**  
DIRECTOR

**DANE K. WICKER**  
DEPUTY DIRECTOR

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Statement of  
**JAMES KUNANE TOKIOKA**  
Director  
Department of Business, Economic Development, and Tourism  
before the

**SENATE COMMITTEE ON EDUCATION**

31 January 2025, 3:00 PM  
State Capitol, Conference Room #229

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

Chair Kidani, Vice Chair Kim, and members of the Senate Education Committee. The Department of Business, Economic Development and Tourism (DBEDT) appreciates the opportunity to provide comments in support of SB440, which establishes the Future Career and Technical Education (CTE) Teacher Scholarship Program. This measure addresses a key challenge in our workforce development system—ensuring a sustainable pipeline of qualified CTE educators who can prepare Hawaii's students for high-demand careers.

DBEDT fully supports efforts to strengthen Hawaii's workforce through education, particularly in fields that align with our economic diversification strategy and emerging industry needs. However, we offer the following comments to ensure the program maximizes its impact and sustainability.

- 1. Strengthening Industry Alignment and Teacher Externship Opportunities:**  
Hawaii has built strong partnerships between industry, education, and workforce

development programs through sector partnerships, advisory boards, and platforms such as ClimbHI bridge. While these efforts provide industry engagement, ensuring ongoing, structured industry exposure for CTE teachers is essential to maintaining alignment with workforce needs. A potential enhancement to SB440 could be support for **externship opportunities for CTE teachers**, allowing them to gain hands-on experience with local businesses and industries. This would ensure that their instruction remains current and relevant to evolving economic demands.

2. **Supporting New CTE Teachers Beyond Recruitment:** Attracting individuals into CTE teaching roles is only the first step—ensuring they remain in the profession is equally critical. Retention challenges, particularly in specialized fields, are often linked to the lack of structured mentorship and professional development for new teachers. The Legislature may wish to consider provisions that support **mentorship and ongoing training opportunities for scholarship recipients** once they enter the workforce. This could improve retention rates and ensure long-term program success.
  
3. **Expanding Eligibility to Support More Local Candidates:** As drafted, the bill limits eligibility to students enrolled in University of Hawaii teacher education programs. While UH plays a central role in training future educators, Hawaii residents who pursue education degrees at other accredited in-state institutions, such as HPU, Chaminade, and BYU-Hawaii, or who are studying out of state with the intent to return, could also benefit from this scholarship. A potential improvement could be **expanding eligibility to include graduates from any accredited Hawaii-based teacher education program, as well as Hawaii residents enrolled in out-of-state programs** who commit to returning to teach in the DOE system. This would allow for a more inclusive approach while maintaining the bill's goal of increasing local teacher supply.

4. **Establishing a Framework to Track Scholarship Outcomes:** As with any investment in workforce development, tracking program outcomes is essential to measuring success and ensuring resources are being used effectively. One way to strengthen the bill could be incorporating **a reporting mechanism** that tracks scholarship recipients, including: the number of recipients who complete the program, their placement within the DOE system, and retention rates after the required five-year teaching commitment. This data would provide valuable insights to refine and improve the program over time.
  
5. **Prioritizing High-Demand CTE Fields:** Hawaii's economic diversification strategy emphasizes workforce development in key sectors, including advanced manufacturing, healthcare, energy, creative industries, and agriculture. Ensuring that scholarship recipients enter CTE teaching roles in these high-need fields would strengthen alignment between education and workforce priorities. A potential refinement to SB440 could involve **prioritizing scholarships for applicants pursuing CTE teaching positions in these strategic industries**, ensuring the program directly supports Hawaii's long-term economic needs.

DBEDT appreciates the Legislature's commitment to addressing the shortage of CTE teachers in Hawaii's public schools. By incorporating industry-connected externships, mentorship support, expanded eligibility, tracking of outcomes, and prioritization of high-demand fields, SB440 could be even more impactful in preparing Hawaii's students for the jobs of the future.

Mahalo for the opportunity to provide testimony on SB440.



## TESTIMONY IN SUPPORT OF SB440, RELATING TO EDUCATION

Senate Committee on Education  
January 31, 2025

Aloha Chair Kidani, Vice Chair Kim, and Members of the Education committee:

The Democratic Party of Hawai'i **SUPPORTS** SB440, RELATING TO EDUCATION. Pursuant to the Platform of the Democratic Party of Hawai'i, the Party endorses policies that invest in job training and workforce development, including in the public education system.

The Democratic Party of Hawai'i supports public funding going towards quality public education for all students at every level, which also includes the need to have more experienced teachers in the classroom. We support the establishment of a scholarship program for prospective teachers who are paying resident tuition at the University of Hawai'i. The Future Career & Technical Education Scholarship Program will address the shortages in our education workforce by making it more accessible to become a teacher and to stay a teacher within the Department of Education system.

Mahalo nui loa for the opportunity to testify in Support of SB440, RELATING TO EDUCATION. Should you have any questions or require further information, please contact the Democratic Party of Hawai'i at [legislation@hawaiidemocrats.org](mailto:legislation@hawaiidemocrats.org).

**Testimony to the Senate Committee on Education  
Senator Michelle N. Kidani, Chair  
Senator Donna Mercado Kim, Vice Chair**

**LATE**

**Friday, January 31, 2025, at 3:00 PM  
Conference Room 229 & Videoconference**

**RE: SB440 RELATING TO EDUCATION**

Aloha e Chair Kidani, Vice Chair Kim, 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 (SB440), 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 teachers in Hawai'i public schools.

SB440 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.

This program is a pathway to directly support the needs of our current and prospective career and technical teacher workforce, while minding the paramount importance of ensuring quality in this skilled profession. This bill presents a pathway to propel our state toward a highly trained workforce in this in-demand industry while strengthening our economic resilience as a state. Additionally, these programs help develop technical expertise, enhance workforce skills, and promote a culture of lifelong learning and professional growth.

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. Thank you for the opportunity to testify.

**LATE**



**TESTIMONY IN SUPPORT TO SENATE BILL 440**  
RELATING TO EDUCATION  
Senate Committee on Education

January 31, 2025

3:00PM

Conference Room 229

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Dear Chair Kidani, Vice Chair Kim and members of the Senate Committee on Education:

The Office of Hawaiian Affairs (OHA) **SUPPORTS SB440**, which establishes a scholarship program for Career and Technical Education (CTE) to be administered by the Department of Education. This bill aims to support the recruitment and retention of CTE teachers, a goal that aligns with OHA's commitment to enhancing educational opportunities for Native Hawaiians and addressing workforce shortages in Hawai'i.

CTE within the Hawai'i Department of Education (HIDOE) focuses on hands-on learning and skills development, preparing students for careers in fields facing critical workforce shortages. Work-based learning is integral to this process, providing students with the practical experience needed for success in Hawai'i's economy. As highlighted in the 2024 Hawai'i Marine Economy Workforce Analysis (HIDOE & Hawai'i Chamber of Commerce), "Engaging K-12 students in marine-related careers through work-based learning experiences, as well as CTE programs at the secondary level, are key to preparing students for success in the field and developing transferable technical and professional skills" (p. 2). SB440 directly supports this mission by increasing access to education for those who want to pursue teaching in CTE. This increases the number of qualified CTE teachers, thus fostering career pathways in sectors with workforce shortages.

By strengthening CTE pathways, SB440 offers an opportunity to equip Native Hawaiian students with the skills needed to succeed in high-demand fields, while also addressing the critical shortage of CTE teachers that impacts the quality of education in our communities.

While we support the goals of SB440, we note that its focus on the University of Hawai'i system may not fully address the diverse and culturally relevant CTE pathways necessary for Native Hawaiian students to thrive. However, OHA has proposed an initiative in its biennium budget request regarding culturally grounded CTE programming that could address this gap.

Additionally, the repayment clause in the bill could disproportionately burden students from lower socioeconomic backgrounds, including many Native Hawaiians. Please continue to consider this to ensure equitable financial terms.

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 represents an important step in advancing this mission by improving CTE opportunities, creating greater career pathways for Native Hawaiians, and addressing critical workforce shortages.

For these reasons, OHA respectfully urges the Committee to **PASS SB440**. Mahalo nui for the opportunity to testify on this important issue.