

Attachment: Abstract (Competitive)

State Apprenticeship Expansion Formula Funding Opportunity	
Organization Name	Hawai'i State Department of Labor and Industrial Relations
Lead Applicant Entity Type	State Government Agency, State Apprenticeship Agency (SAA)
Lead Applicant City and State	Honolulu, Hawai'i
Funding Option	Competitive Funding, Round 2
Project Title	Codifying and Scaling Teacher Registered Apprenticeship Pathways in Hawai'i
Funding Amount Requested	\$4,999,707
Total Number of Apprentices Enrolled in RAPs during the life of the grant, if applicable	142 apprentices; 500 pre-apprentices
Population(s) to be Served	<p>Direct: Educational assistants and teaching assistants in K-12 schools with an associate's degree or ~60 college credit equivalent. Apprentices are likely to come from underrepresented populations in the career (lower-income backgrounds, individuals from rural-remote communities, Native Hawaiians, and youth). Apprentices are also likely to come from positions with Special Education or Language Immersion experience and may become certified teachers in Special Education or Language Immersion.</p> <p>Indirect: 170,000+ students in Hawai'i K-12 public schools</p>
Required Partner	N/A; applicant is SAA
List the name(s) of Optional Partners	Hawai'i Teacher Standards Board (HTSB), Hawai'i Department of Education (HIDOE), Hawai'i P-20, Hawai'i State Teachers Association (HSTA), Educators Rising, University of Hawaii Hilo, University of Hawaii Manoa, College of Hawaiian Language, Hawai'i Government Employees Association (HGEA)
Targeted Occupation	Educational Services (K-12 Teachers)

Summary of Program Activities

Each of the 170,000+ students who attend Hawai'i public schools deserve a high-quality teacher. However, with teacher turnover rates high and retention rates low, the state has been forced to grow more reliant on emergency hires. More than a quarter of new teacher hires have not completed a state-approved educator preparation program. Nevertheless, Hawai'i is optimistic that apprenticeship programs offer an accessible and sustainable way for more aspiring educators to enter the profession and stay in the classroom. DLIR's HTSB's proposed use of SAEF funds would remove financial barriers and allow individuals who otherwise may not be able to pursue a career in education the opportunity to become a teacher for free while getting paid to do so. This allows schools to recruit individuals from within their local community so that teachers not only reflect the diversity of student populations in Hawai'i, but that they are also prepared to meet the holistic learning needs of students using approaches that are culturally and linguistically relevant, affirming and sustaining.

The vast majority of the competitive grant funds will go directly towards offsetting participant program costs and programmatic activity that supports the creation of a statewide registered apprenticeship program for K-12 teachers. Specifically, this includes set-asides for (1) the standing-up of the journey worker-mentor curriculum so that apprentices can be trained and assessed in the highest-quality manner, (2) direct sub-grants to EPPs, in partnership with the Hawai'i Department of Education, to serve as related instruction provider and employer in a T-RAP, (3) programmatic personnel to support the expanded activity of HTSB, and (4) technical support and resources from national apprenticeship and pre-apprenticeship experts. The remaining funds will be used for administrative costs and programmatic personnel.

Subrecipient Roles

Hawai'i Teacher Standards Board: HTSB is the primary administrative agency over the proposed activity of the competitive SAEF grant and is the primary subrecipient, working with DLIR to manage disbursements to other subgrantees and subcontractors, as well as to manage administrative/personnel expenses associated with executing program goals.

Hawai'i EPPs: Approved EPPs (universities) in the state of Hawai'i who will be registered in RAPIDS as Related Instruction Providers will be eligible to compete for up to \$2,000,000 across multiple competitive rounds in subgrant funding for programmatic costs. Funds will be provided on a reimbursement-basis, based on actual program costs incurred by the Related Instruction Provider, per enrolled apprentice. Funds will be distributed between these providers based on the number of seats they can offer.

List of Credential(s) to be Awarded

- Registered Apprenticeship Certificate of Completion (issued by DLIR, Hawai'i (SAA))
- Bachelor's or master's degree (depending on the apprentice's track)

Public Contact Information

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