

**TITLE: HTSB Recognition of Apprenticeship Program Hours and Content
Knowledge Requirement**

The Hawai'i Teacher Standards Board (HTSB) acknowledges that the Registered Teacher Apprenticeship Program's 2,000 hours of on-the-job training significantly exceeds the Hawaii Administrative Rules (HAR) minimum of 450 hours for teacher candidates.

This extensive training, conducted under the guidance of a trained journeyman, will require candidates to demonstrate content knowledge prior to the final observations and recommendation for a license.

Rationale/Background:

The framework for the Registered Teacher Apprenticeship Program is founded on the proven principle of apprenticeship, an "earn-as-you-learn" model highly valued for producing skilled professionals. This approach ensures that candidates acquire both practical mastery and theoretical expertise by combining two essential, structured components:

1. **Paid On-the-Job Training (OJT):** This core component consists of supervised, hands-on work experience. In the education field, this means teacher candidates gain practical skills in a real classroom setting under the direct guidance of a trained journeyman.
2. **Related Technical Instruction (RTI):** This is the academic component, which provides the necessary theoretical knowledge, content expertise, and technical skills required for the occupation.

The rigor of this model is nationally recognized. The U.S. Department of Labor (DOL) sets the standard for Registered Apprenticeship Programs, stipulating that an apprenticeship term must include a minimum of 2,000 hours of structured, on-the-job learning (29 CFR 29.5).

The Teacher Apprenticeship Program aligns with this high standard, ensuring its candidates receive the extensive, supervised field experience necessary to transition successfully into licensed, highly effective educators.

Cost:

All costs are included in the current staff job duties/responsibilities.

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Referred to: Teacher Education Committee