



STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
STATE COUNCIL ON DEVELOPMENTAL DISABILITIES  
'A'UNIKE MOKU'ĀPUNI NO KA NĀ KĀWAI KULA  
PRINCESS VICTORIA KAMĀMALU BUILDING  
1010 RICHARDS STREET, Room 122  
HONOLULU, HAWAII 96813  
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543

March 14, 2025

The Honorable Senator Henry J.C. Aquino, Chair  
Senate Committee on Labor and Technology  
The Thirty-Third Legislature  
State Capitol  
State of Hawai'i  
Honolulu, Hawai'i 96813

Dear Senator Aquino, and Committee Members:

SUBJECT: HB430 HD2 Relating to Internships

The Hawai'i State Council on Developmental Disabilities **strongly supports HB430 HD2**, which seeks to establish an on-the-job training program administered by the Department of Labor and Industrial Relations (DLIR). This program will provide invaluable opportunities for students and recent graduates to gain hands-on experience and develop career pathways in high-demand fields, including disability services.

Our Council has successfully implemented internship programs that align with the goals of this measure. The Direct Support Professional (DSP) Internship Program introduces high school students to careers supporting individuals with developmental disabilities, addressing the shortage of direct support professionals. Additionally, our Legislative Internship, in partnership with UH Mānoa, provides undergraduates with hands-on experience in legislative advocacy, equipping future leaders with essential policy and advocacy skills.

This measure will expand these successful models by institutionalizing structured internships, providing dedicated funding, and ensuring fair compensation. Investing in this initiative will create sustainable workforce pipelines, enhance professional development, and address workforce shortages in key industries, including disability services.

Thank you for the opportunity to submit testimony in **strong support of HB430 HD2**.

Sincerely,

Daintry Bartoldus  
Executive Administrator



# UNIVERSITY OF HAWAII SYSTEM

## ‘ŌNAEHANA KULANUI O HAWAII

### Legislative Testimony

### Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

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Testimony Presented Before the  
Senate Committee on Labor and Technology  
Friday, March 14, 2025, at 3:05 p.m.

By

Debora Halbert, Vice President for Academic Strategy  
University of Hawai'i System

#### HB 430 HD2 – RELATING TO INTERNSHIPS

Chair Aquino, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to testify in support of HB 430 HD2, relating to internships. The University of Hawai'i (UH) supports and appreciates the desire to expand work-based learning while enabling Hawai'i's youth to gain practical experience that will help them in their future careers.

It is important to note that internships are one of several nationally recognized "high impact practices" within higher education that tend to correlate with student success beyond graduation. Paid internships are even more important to the future financial success of students. When done well, internships help students build their self confidence while acclimating to workplace culture and developing essential industry-based skills that will enhance their employability.

The University of Hawai'i's Strategic Plan 2023-2029 features an imperative calling on UH to "Meet Hawai'i's workforce needs of today and tomorrow." One of the stated objectives under this imperative is to partner more effectively with employers to "ensure the necessary preparation and support for students to succeed in their career." This bill would support the UH's ongoing efforts to expand work-based learning opportunities for its students while allowing them, in many cases, to simultaneously earn college credit.

We appreciate the prior amendment to this measure restricting college students enrolled in two or more classes to a maximum of twenty internship hours per week. This will help ensure that the participating full-time college students are able to maintain their academic performance while taking advantage of internship opportunities.

Thank you for the opportunity to provide testimony on this measure.



STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHAHA

March 14, 2025

To: The Honorable Henry J.C. Aquino, Chair,  
The Honorable Chris Lee, Vice Chair, and  
Members of the Senate Committee on Labor and Technology

Date: Friday, March 14, 2025  
Time: 3:05 p.m.  
Place: Conference Room 224, State Capitol

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: H.B. 430 HD2 RELATING TO INTERNSHIPS**

**I. OVERVIEW OF PROPOSED LEGISLATION**

The **DLIR supports** this measure if it does not adversely impact priorities identified in the Executive Supplemental Budget Request for FB25-27. HB430 HD2 creates a new section in Chapter 394, Hawaii Revised Statutes (HRS), to authorize state-funded internships in the private sector to support the job training needs of Hawaii's youth and support Hawaii's economy.

This measure also appropriates funds for State support to bolster federally funded Workforce Innovation and Opportunity Act (WIOA) work-based training, which comports with the intent of HRS Chapter 394 to support the local workforce and sustain Hawaii's economy. The department notes there exists some uncertainty pertaining to federal funding currently available for similar purposes.

**II. CURRENT LAW**

Act 251 (SLH, 1969) established HRS Chapter 394 to support the training needs of the State's economy by "increasing trained local labor." Act 251 envisioned the DLIR assisting Hawaii's workforce to obtain suitable employment by supporting training needs and thereby supporting Hawaii's economy.

The federal WIOA includes a major focus on providing work experience or internships for youth in a planned, structured, time-limited learning experience that takes place in a workplace within the private or public sector (20 CFR § 680.180).

20 CFR Part 680 Subpart F—Work-Based Training outlines the requirements of On-the-Job training (OJT), which includes a contractual arrangement for the provision of occupational training between a sponsor and an employer wherein the sponsor provides reimbursement “for the extraordinary costs of providing the training and supervision related to the training.”

### **III. COMMENTS ON THE HOUSE BILL**

The DLIR supports this measure if it does not adversely impact priorities identified in the Executive Supplemental Budget Request for FB25-27.

Providing state general funds for work-based training via OJT contracts between the department and employers or registered apprenticeship program sponsors in the private sector for youth bolsters WIOA supported work-based training and comports with the intent and purposes of Chapter 394 HRS. The DLIR notes that there exists some uncertainty regarding the level of federal WIOA funds available currently in light of the budget situation at the national level as well as the potential of reductions in the future.

The proposed new section of Chapter 394 outlines the details of a State-supported program for the private sector that comports with the WIOA work-based training while including Hawaii specific elements the DLIR believes will enable it to operate a program that protects the interest of the department, employers or apprenticeship sponsors, and participants.



STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

**Date:** 03/14/2025

**Time:** 03:05 PM

**Location:** CR 224 & Videoconference

**Committee:** Senate Labor and Technology

**Department:** Education

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

**Bill Title:** HB 0430, HD2 RELATING TO INTERNSHIPS.

**Purpose of Bill:** Permits the Department of Labor and Industrial Relations to enter into contracts with eligible employers or registered apprenticeship programs in the private sector to provide on-the-job training to eligible interns. Provides that the State shall be the responsible employer for purposes of workers' compensation coverage for students or recent graduates in the on-the-job-training work experience program, subject to certain limitations. Appropriates funds. Effective 7/1/3000. (HD2)

**Department's Position:**

The Hawaii State Department of Education (Department) supports HB 430, HD 2, which enables the Department of Labor and Industrial Relations (DLIR) to fund student internships with private-sector businesses through its on-the-job training work experience program. HB 430, HD 2 also extends workers' compensation coverage for recent graduates participating in Department- and University of Hawaii-sponsored work-based learning programs and interns participating in DLIR's on-the-job training work experience program.

The Department appreciates the support for paid student internships in the private sector and the extended duration of the internships for high school students, which will increase access to work-based learning opportunities for public high school students statewide. This aligns with the Department's mission to prepare students for college, career, and citizenship; will encourage students to consider a career with local industries and employers; and will facilitate strong public-private partnerships, leading to a stronger sense of community and a shared responsibility over education, workforce development, and a sustainable economy.

The Department also appreciates the appropriation of funds to support the on-the-job training work experience program and respectfully requests that a portion be dedicated for high school student

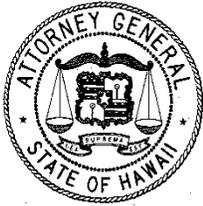
internships.

To assist new high school graduates as they transition to their post-secondary plans, the Department offers various supports during the summer following their graduation, including college and career advising, training, and internships. Work-based learning opportunities, such as industry-led summer training and internships, are an extension of our new graduates' Career and Technical Education programs of study that enable them to further develop the skills needed to succeed in the workforce. Planning and preparation for these opportunities take place during the graduates' senior year. This bill provides our new graduates the same coverage as our continuing students.

The Department defers to DLIR regarding the implementation of the on-the-job training work experience program outlined in Section 2.

The Department thanks the Legislature for its continued support of our work-based learning initiatives and our goal for all students to be globally competitive and locally committed. Preparing our students for the current and emerging workforce here at home will not only address our workforce needs, but will also lead to a thriving Hawaii.

Thank you for the opportunity to provide testimony on this measure.



**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:**

H.B. NO. 430, H.D. 2, RELATING TO INTERNSHIPS.

**BEFORE THE:**

SENATE COMMITTEE ON LABOR AND TECHNOLOGY

**DATE:** Friday, March 14, 2025

**TIME:** 3:05 p.m.

**LOCATION:** State Capitol, Room 224

**TESTIFIER(S):** Anne E. Lopez, Attorney General, or  
Jung Yun Ha or Li-Ann Yamashiro, Deputy Attorneys General

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Chair Aquino and Members of the Committee:

The Department of the Attorney General has concerns regarding this bill and provides the following comments.

The bill amends chapter 394, Hawaii Revised Statutes (HRS), in part to add new sections to authorize and appropriate funds for the Department of Labor and Industrial Relations (DLIR) to administer an on-the-job training work experience program for student interns.

On page 7, lines 6-7, in the first new section of chapter 394, subsection (f)(5) requires interns to pass a criminal history record check in accordance with section 846-2.7, HRS. Section 846-2.7, HRS, allows agencies and other specified entities to conduct state and national criminal history record checks that include conviction and arrest records for the purpose of determining suitability or fitness for a permit, license, employment, or volunteer service. For example, section 846-2.7(b)(4) allows the Department of Education to conduct a criminal history record check on "employees, prospective employees, and teacher trainees in any public school in positions that necessitate close proximity to children" and section 846-2.7(b)(45) allows the Department of Taxation to conduct a criminal history record check on "current or prospective employees or contractors who have access to federal tax information." In conducting the criminal history record check under section 846-2.7, individuals are fingerprinted, and their fingerprints are submitted to the Federal Bureau of Investigation

and the Hawaii Criminal Justice Data Center. To conduct the criminal history record check described in subsection (f)(5), a new paragraph would need to be added to section 846-2.7(b) to provide DLIR with the authority to do so.

It is unclear if this is the type of background check that was intended in this bill. If this is the intent, we are available to work with your committee to draft a new paragraph of section 846-2.7(b), HRS. However, the State can currently conduct a criminal history background check under section 378-2.5, HRS, which allows the State to inquire into an individual's criminal conviction history for employment purposes. Under either section 846-2.7 or 378-2.5 the juvenile criminal history records would not be available for 16- and 17-year-old interns because those records are confidential.

Given the above, we recommend the following:

- Delete the wording of subsection (f)(5) on page 7, lines 6-7; or
- Delete the wording on page 7, lines 6-7, and amend subsection (f) on page 6, lines 12-14, to add the following underlined wording so that it reads as follows:

"The department of labor and industrial relations may conduct criminal history background checks as appropriate and shall develop eligibility criteria for interns, including requirements that the intern: . . . ."

We respectfully ask the Committee to amend the bill in one of the suggested ways set forth above. Thank you for the opportunity to testify.



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#### **Executive Officers**

**Maile Miyashiro**, C&S Wholesale Grocer, *Chair*  
**Kit Okimoto**, Okimoto Corp., *Vice Chair*  
**Jayson Watts**, Mahi Pono, *Secretary/Treasurer*  
**Lauren Zirbel**, HFIA, *Executive Director*  
**Paul Kosasa**, ABC Stores, *Advisor*  
**Derek Kurisu**, KTA Superstores, *Advisor*  
**Toby Taniguchi**, KTA Superstores, *Advisor*  
**Joe Carter**, Coca-Cola Bottling of Hawaii, *Advisor*  
**Eddie Asato**, Pint Size Hawaii, *Advisor*  
**Gary Okimoto**, Safeway, *Immediate Past Chair*

TO: Committee on Labor and Technology  
FROM: HAWAII FOOD INDUSTRY ASSOCIATION  
Lauren Zirbel, Executive Director

DATE: March 14, 2025

TIME: 3:05pm

RE: HB430 HD2 Relating to Internships  
Position: Support

The Hawaii Food Industry Association is comprised of two hundred member companies representing retailers, suppliers, producers, manufacturers and distributors of food and beverage related products in the State of Hawaii.

Like many industries in our state the food industry is facing a shortage of workers. While there is a huge range of diverse jobs in this field, there are often not enough applicants with the necessary skills and experience that our food businesses need.

This program will help our local food companies, and other businesses, work directly with young people to help them develop the specific skills they need to thrive in their future careers. Expanding work based learning programs is a win for students as it provides valuable hands on learning and it's a win for businesses that get to engage these bright young people and help shape the workforce of tomorrow. This measure also promotes economic growth and job creation in our state.

We encourage the Committee to pass this measure and we thank you for the opportunity to testify.



**Testimony to the Senate Committee on Labor and Technology  
Friday, March 14, 2025; 3:05 p.m.  
State Capitol, Conference Room 224  
Via Videoconference**

**RE: HOUSE BILL NO. 0430, HOUSE DRAFT 2, RELATING TO INTERNSHIPS.**

Chair Aquino, Vice Chair Lee, and Members of the Committee:

The Hawaii Primary Care Association (HPCA) is a 501(c)(3) organization established to advocate for, expand access to, and sustain high quality care through the statewide network of Community Health Centers throughout the State of Hawaii. The HPCA **SUPPORTS** House Bill No. 0430, House Draft 2, RELATING TO INTERNSHIPS.

By way of background, the HPCA represents Hawaii's Federally Qualified Health Centers (FQHCs). FQHCs provide desperately needed medical services at the frontlines to over 150,000 patients each year who live in rural and underserved communities. Long considered champions for creating a more sustainable, integrated, and wellness-oriented system of health, FQHCs provide a more efficient, more effective and more comprehensive system of healthcare.

This measure, as received by your Committee, would authorize and appropriate funds for the Department of Labor and Industrial Relations to administer an on-the-job training work experience program for eligible interns that partners with private entities to increase opportunities for high school and college and university students to participate in summer internship programs and allow internships with private sector employers through a cost-sharing strategy.

This measure would take effect on July 1, 3000.

The State of Hawaii is experiencing a severe shortage of health care professionals in the workforce, especially in rural areas. Recent studies note that the current shortage of physicians is at 20% of the total full-time equivalent positions throughout the State. The shortage is especially severe in the fields of primary care, infectious diseases, colorectal surgery, pathology, general surgery, pulmonology, neurology, neurosurgery, orthopedic surgery, family medicine, cardiothoracic surgery, rheumatology, cardiology, hematology/oncology, and pediatric subspecialties of endocrinology, cardiology, neurology, hematology/oncology, and gastroenterology.

**Testimony on House Bill No. 0430, House Draft 2**  
**Friday, March 14, 2025; 3:05 p.m.**  
**Page 2**

The same can be said for registered and practical nurses, community health workers, social workers, pharmacists, and other disciplines in the field of health care.

The HPCA believes this program would provide a needed service to our community by preparing students for meaningful employment, diversifying their learning opportunities, and promoting responsible citizenship. In addition, the program will facilitate partnerships between businesses and educators for the creation of mentoring ventures and other opportunities so that Hawaii's youth may gain the practical experience that will enable them to be productive members of our labor force. This is critical for the field of health care, especially in rural communities.

**Because of this, the HPCA respectfully requests your favorable consideration of this measure.**

Thank you for the opportunity to testify. Should you have any questions, please do not hesitate to contact Public Affairs and Policy Director Erik K. Abe at 536-8442, or eabe@hawaiiipca.net.



**Senate Committee on Labor and Technology**  
**March 14, 2025 at 3:05 PM**  
**Room 224**

**Testimony in SUPPORT for HB430 HD2**

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Aloha Chair Aquino, Vice Chair Lee, and members of the Committee:

On behalf of the Hawai'i Alliance of Nonprofit Organizations, I would like to offer our testimony in **support of HB430 HD2**, which seeks to make state-funded internships available to the nonprofit sector, helping to address workforce development and staffing challenges faced by Hawai'i nonprofit organizations.

The Hawai'i Alliance of Nonprofit Organizations (HANO) is a statewide, sector-wide professional association of nonprofits that works to strengthen and unite the nonprofit sector as a collective force to improve the quality of life in Hawai'i. Since 2006, HANO has been a leading voice for the nonprofit sector, leveraging resources, educating and advocating for policies and practices that promote the professionalism, sustainability, and effectiveness of nonprofits and the communities they serve.

Nonprofits play a crucial role in serving Hawai'i's communities, providing essential services in education, health, social welfare, environmental conservation, arts, and cultural preservation. Comprising approximately 12% of the state's workforce,<sup>1</sup> the sector is a significant employer that faces unique challenges in retaining skilled professionals due to limited funding and resources. By creating structured, paid internship opportunities through this program, HB430 will help build a sustainable talent pipeline for Hawai'i nonprofits, while providing invaluable work experience for local students and job seekers.

Additionally, investing in workforce development within the nonprofit sector has a multiplier effect: by strengthening community-based organizations, the state helps to enhance the quality and reach of the services nonprofits provide to the people of Hawai'i. This program would help ensure that residents and families continue to receive the support and resources they need, while simultaneously addressing the workforce shortages that impact a nonprofits' ability to fulfill their missions effectively.

We strongly urge the legislature to support HB430 and to recognize the essential role that nonprofits play in shaping a thriving, resilient, and compassionate Hawai'i.

Mahalo for the opportunity to testify in support.

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<sup>1</sup> Bureau of Labor Statistics, U.S. Department of Labor, *The Economics Daily*, Nonprofits accounted for 12.8 million jobs, 9.9 percent of private-sector employment, in 2022 at <https://www.bls.gov/opub/ted/2024/nonprofits-accounted-for-12-8-million-jobs-9-9-percent-of-private-sector-employment-in-2022.htm> (visited March 11, 2025).



March 11, 2025

Senator Henry Aquino, Chair  
Senator Chris Lee, Vice Chair  
Committee on Labor and Technology  
Senate  
Hawaii State Legislature

**Support of Bill HB430 HD2**

Dear Chair Aquino, Vice Chair Lee and Members of the Committee on Labor and Technology,

Thank you for the opportunity to provide our testimony in support of HB430 HD2.

We are very supportive of opportunities to increase paid internships and would be grateful to work with the Department of Labor and Industrial Relations on this initiative. We work very closely with ClimbHI and the LEI program on tourism industry exposure and internships for students. We would look forward to expanding those programs.

On behalf our 5,500 employees and their 17,500 family members, we thank you for the opportunity to provide our comments in support of HB430 HD2.

Sincerely,

A handwritten signature in black ink that reads "Stephanie P. Donoho". The signature is written in a cursive, flowing style.

Stephanie Donoho, Administrative Director

Craig Anderson, VP Operations, Mauna Kea Resort –President  
Pat Fitzgerald, CEO, Hualalai Investors – Vice President  
Charlie Parker, General Manager, Four Seasons Hualalai – Secretary  
Daniel Scott, Managing Director Rosewood Kona Village – Treasurer  
Chris Sessions, DOSM, Fairmont Orchid – Board of Directors  
Scott Head, VP Resort Operations, Waikoloa Land Company – Board of Directors  
David Givens, General Manager, Hilton Waikoloa Village – Board of Directors  
Rob Gunthner, Area VP Resort Operations, Hilton Grand Vacations – Board of Directors  
Pete Alles, Regional VP and GM, Mauna Lani, Auberge Resorts Collection – Board of Directors  
Mark Goldrup, General Manager, Waikoloa Beach Marriott – Board of Directors



**March 14, 2025 at 3:05 pm**  
**Conference Room 224**

**Senate Committee on Labor and Technology**

To: Chair Henry J.C. Aquino  
Vice Chair Chris Lee

From: Paige Heckathorn Choy  
AVP, Government Affairs  
Healthcare Association of Hawaii

Re: **Support**  
**HB 430 HD 2, Relating to Internships**

The Healthcare Association of Hawaii (HAH), established in 1939, serves as the leading voice of healthcare on behalf of 170 member organizations who represent almost every aspect of the healthcare continuum in Hawaii. Members include acute care hospitals, skilled nursing facilities, home health agencies, hospices, and assisted living facilities. In addition to providing access to appropriate, affordable, high-quality care to all of Hawaii's residents, our members contribute significantly to Hawaii's economy by employing more than 30,000 people statewide.

Thank you for the opportunity to testify in support of this measure, which seeks to make state-funded internships available to eligible private employers. This expansion represents an important step forward in our collective efforts to address Hawaii's healthcare workforce shortages by creating new opportunities for training, mentorship, and workforce entry.

Hawaii continues to face critical challenges in building a sustainable healthcare workforce. Our organization's most recent demand survey highlighted nearly 4,700 openings for non-physician, patient-facing positions across hospitals, nursing homes, clinics, and other care settings. Entry-level roles, particularly certified nurse aides (CNAs), are in especially high demand as Hawaii's aging population grows and requires increasingly complex care. Programs like the one this measure seeks to establish have the potential to strengthen our workforce pipeline by preparing more individuals for healthcare careers and addressing these persistent shortages.

Expanding state-funded internships to private entities could provide additional funding sources to support workforce development, particularly in administrative positions that are critical to healthcare operations but are not currently supported by other development programs. We believe that this expansion would complement (but not supplant) the state's existing healthcare workforce development efforts, such as high school certificate programs and CNA-to-LPN pathways, which have already shown measurable success. For instance, in 2023, over 100 students participated in certificate programs, achieving a 98% completion rate and a 74%

employment rate. Expanding Hele Imua ensures that more individuals can access similar career-building opportunities.

This effort will contribute to a robust and sustainable healthcare workforce in our state, and we look forward to the potential partnerships and opportunities that could be made available. We appreciate the legislature's continued support for building our healthcare workforce and the opportunity to weigh in with support on this program.

Friday, March 14, 2025; 3:05PM  
Conference Room 224 & Video Conference

**Senate Committee on Labor and Technology**

To: Senator Henry Aquino, Chair  
Senator Chris Lee, Vice Chair

From: Michael Robinson  
Vice President, Government Relations & Community Affairs

Re: **HB 430, HD2 – Testimony In Support  
Relating to Internships**

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My name is Michael Robinson, and I am the Vice President of Government Relations & Community Affairs at Hawai'i Pacific Health. Hawai'i Pacific Health is a not-for-profit health care system comprised of its four medical centers – Kapi'olani, Pali Momi, Straub and Wilcox and over 70 locations statewide with a mission of creating a healthier Hawai'i.

I am writing in SUPPORT of HB 430, HD2 which would make state-funded internships available to eligible private sector employers to provide Hawai'i's school and college-aged students with valuable work experience.

The Health Care Association of Hawai'i's most recent demand survey highlighted nearly 4,700 openings for non-physician, patient-facing positions across hospitals, nursing home, clinics and other healthcare settings. Entry-level positions, particularly certified nurse aides (CNAs) are in especially high demand as Hawai'i's aging population grows and requires increasingly complex care.

Programs such as those proposed in this measure will benefit the State by promoting economic growth, fostering public-private collaborations, and supporting job creation. State-funded private-sector internships will also create additional opportunities for interns to gain practical work experience and prepare for their future careers. Investing in our younger generation at this time will foster a robust and sustainable workforce in Hawai'i.

Thank you for the opportunity to testify.



Testimony Presented Before the  
Senate Committee on Labor and Technology  
Friday, March 14, 2025, at 3:05 PM  
By  
Stephen Schatz, Executive Director  
Hawai'i P-20 Partnerships for Education

## HB 430 HD 2 – RELATING INTERNSHIPS

Chair Aquino, Vice Chair Lee, and Members of the Committee:

Thank you for the opportunity to testify on HB 430 HD 2 relating to internships.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports HB 430 HD 2, which creates an on-the-job training work experience program in the Department of Labor and Industrial Relations, allowing eligible interns to receive on-the-job training work experience in the private sector and provides funding for up to \$20.00 an hour in reimbursements for wages only.

Public funding to support paid on-the-job training will expand the number of opportunities available to Hawai'i State Department of Education and University of Hawai'i students, which is critical to ensuring that graduates of career and technical education programs at the secondary and postsecondary levels meet Hawai'i workforce needs.

Hawai'i P-20 also supports section 3 of HB 430 HD 2, which amends 302A-430 Coverage for Workers' Compensation, to extend coverage to high school or college students and recent graduates who participate in a school-approved work-based learning program sponsored by the Department of Education or University of Hawai'i, or as part of the on-the-job training program.

Thank you for the opportunity to submit testimony on this measure.



# MAUI

CHAMBER OF COMMERCE

VOICE OF BUSINESS

**HEARING BEFORE THE SENATE COMMITTEE ON  
LABOR AND TECHNOLOGY  
HAWAII STATE CAPITOL, SENATE CONFERENCE ROOM 224  
Friday, March 14, 2025 AT 3:05 P.M.**

To The Honorable Senator Henry J.C. Aquino, Chair  
The Honorable Senator Chris Lee, Vice Chair  
Members of the committee on Labor and Technology

**SUPPORT HB430 HD2 RELATING TO INTERNSHIPS**

The Maui Chamber of Commerce **SUPPORTS HB430 HD2** which permits the DLIR to enter into contracts with eligible employers or registered apprenticeship programs in the private sector to provide on-the-job training to eligible interns; and provides that the State shall be the responsible employer for purposes of workers' compensation coverage for students or recent graduates in the on-the-job-training work experience program, subject to certain limitations.

The Chamber emphasizes that expanding state-funded internships to include private-sector positions will benefit the state by promoting economic growth, fostering public-private collaboration, and supporting job creation. State-funded private-sector internships will also create additional opportunities for interns to gain practical work experience and better prepare for their future careers.

This bill will incentivize more of Hawai'i's small and medium-sized businesses to offer work-based learning opportunities through internships. This initiative will help students acquire in-demand skills while diversifying the talent pool for local employers. These work-based learning experiences are crucial for the economic future of our state as we prepare our young people for the in-demand careers of tomorrow.

For these reasons, we **SUPPORT HB430 HD2**.

Sincerely,

Pamela Tumpap  
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.



**Hawai'i Forest Industry Association**

7192 Kalaniana'ole Hwy  
Suite A-143A, #249  
Honolulu, HI 96825  
Phone: 808/933/9411  
Email: hfia@hawaiiiforest.org

**Date:** 03/12/25

**TO:** LBT Chair Aquino and LBT Committee Members

**FROM:** Hawai'i Forest Industry Association (HFIA)

**SUBJECT:** In Support of HB430 HD2 Relating to Internships

Dear Chair Aquino and LBT Committee Members,

On behalf of the Directors and members of the Hawai'i Forest Industry Association (HFIA), please support HB430 HD2 Relating to Internships.

HFIA is largely made up of tradesmen and artisans such as woodworkers (including makers of fine furniture, cabinet makers, woodturners and more), sawmillers, as well as foresters (and others). The HFIA board of directors often finds that more opportunities for hands-on, practical, education and professional training and experience is needed in Hawai'i to better prepare young people interested in these areas for a successful career. The need for such opportunities is frequently discussed within our board of directors, but typically the prospect of funding for such opportunities is a primary expected challenge. The Department of Labor and Industrial Relations entering into contracts with private sector employers, and providing funding to support internships and apprenticeships across a variety of sectors, has the potential to help educate and prepare the next generation of skilled workers for Hawai'i, including skilled woodworkers, sawmillers and foresters.

Please support HB430 HD2.

Mahalo for your time and consideration,

*Guy Cellier*

Guy Cellier, President

Hawaii Forest Industry Association

*HFIA's mission is to promote healthy and productive forests and a sustainable forest industry through management, education, planning, information exchange, and advocacy. HFIA has over 130 members including woodworkers, landowners, sawyers, foundations, foresters, growers, educators, environmentalists, architects, millers, ranchers, and others interested in HFIA's mission and goals.*

**HFIA Board of Directors**

Officers: President Guy Cellier, Vice President Irene Sprecher, Secretary Taylor Coons, Treasurer Wade Lee  
Directors: Jeremy Campbell, Doug Gordon, Nicholas Koch, Michael Sowards, Aileen Yeh

**Testimony to the Senate Committee on Labor and Technology  
Senator Henry J.C. Aquino, Chair  
Senator Chris Lee, Vice Chair**

**Friday, March 14, 2025, at 3:05PM  
Conference Room 224 & Videoconference**

**RE: HB430 HD2 Relating to Internships**

Aloha e Chair Aquino, Vice Chair Lee, and Members of the Committee:

My name is Sherry Menor, President and CEO of the Chamber of Commerce Hawaii ("The Chamber"). The Chamber supports House Bill 430 House Draft 2 (HB430 HD2), which permits the Department of Labor and Industrial Relations to enter into contracts with eligible employers or registered apprenticeship programs in the private sector to provide on-the-job training to eligible interns. Provides that the State shall be the responsible employer for purposes of workers' compensation coverage for students or recent graduates in the on-the-job-training work experience program, subject to certain limitations.

HB430 HD2 aligns with our 2030 Blueprint for Hawaii: An Economic Action Plan, specifically under the policy pillar for Business Services. This bill promotes policies that drive economic growth, enhance workforce opportunities, and improve the quality of life for Hawaii's residents.

Hawaii needs strong, state-backed internships to give students practical experience and bolster the local workforce. This measure meets that need by extending on-the-job training beyond public to private-sector roles, allowing students to hone communication skills, gain confidence, and forge professional connections. Through cost-sharing with private entities and streamlined internship management, the legislation spurs public-private collaboration and opens paths to success—especially in building and construction, where shortages loom.

Central to this approach is the partnership strategy, which offsets wage reimbursements and ensures compliance with employment and safety standards. This framework not only deepens the pool of qualified workers for local industries but also safeguards interns' well-being through continuous supervision and mentorship. By bridging the gap between education and employment, this initiative strengthens the future labor market while boosting economic opportunities for Hawaii's youth. The Chamber supports this proposal because it cultivates a robust pipeline of skilled local talent, strengthens collaborative public-private partnerships, and ensures young people have the tools and opportunities to thrive in Hawaii's evolving economy.

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 House Bill 430 House Draft 2. Thank you for the opportunity to testify.



Hawai'i State Senate Committee on Labor and Technology

Friday, March 14, 2025 at 3:05 pm  
Conference Room 224 & Videoconference  
Hawai'i State Capitol

### **HB430 HD2 Relating to Internships**

Good afternoon, Chair Aquino, Vice Chair Lee, and Members of the Senate Committee on Labor and Technology.

My name is Palani Smith, and I serve as the Regional Vice President for Hawai'i and Guam of Liberty Dialysis. We are an affiliate of Fresenius Kidney Care. The Sisters of St. Francis pioneered dialysis care in Hawai'i and entrusted us with the honor of continuing their legacy of care.

Liberty Dialysis Hawai'i stands in **STRONG SUPPORT of HB430 HD2** Relating to Internships.

This bill opens a door for Hawai'i's job seekers to gain practical on-the-job experience in Hawai'i's many industries. Growing Hawai'i's diversified economy is crucially dependent on growing a skilled workforce in Hawai'i.

For the healthcare sector of our economy, clinical internships and apprenticeships offer a unique opportunity for a student to learn by engaging with patients under supervision of a preceptor, to transfer what they learned in a classroom to a clinical setting, and to experience what it is like to be a healthcare team member. Clinical shadowing and internships are a requirement of a number of health care education programs for the essential work experience it provides students.

In healthcare, there are also many essential non-clinical positions for job seekers to experience. Examples of non-clinical positions in healthcare organizations include those serving in administrative roles, information technology, patient assistance, medical receptionist, billing and coding, supply chain, food services, medical transcriptionists, environmental services, and more. For these non-clinical positions, hands-on experience working in a healthcare setting via an internship is key to a job seeker's future career success.

Internships in all industries provide valuable opportunities for job seekers to develop both vital technical skills as well as essential soft skills. They help build our workforce and strengthen Hawai'i's vibrant, diversified economy.

Liberty Dialysis Hawai'i urges you to please pass HB430 HD2. Thank you.



Testimony of  
Pacific Resource Partnership

Hawai'i State Legislature, Senate Committee on Labor & Technology (LBT)  
The Honorable Chair Henry J.C. Aquino and the Honorable Vice Chair Chris Lee  
Friday, March 14, 2025

**Subject: Strong Support for HB430, HD2 – Relating to Internships**

Aloha Chair Aquino, Vice Chair Lee, and Members of the Committee:

On behalf of Pacific Resource Partnership (PRP), which represents thousands of unionized carpenters and more than 250 contractors across Hawai'i, we strongly support HB430, HD2, which would fund the Hawai'i Department of Labor and Industrial Relations (DLIR) to manage a training program for interns in partnership with private entities, expanding summer internship opportunities for high school and college students through cost-sharing.

One of the most effective ways to prepare the next generation for success in the workforce is by providing real-world learning opportunities through internships and apprenticeships. PRP works closely with the Hawai'i Carpenters Apprenticeship & Training Fund (HCATF), which proudly participates in Career Connections, a partnership with the Department of Education (DOE) that provides students with a paid, six-week summer internship in the trades. This program introduces students to the construction industry, equips them with foundational skills, and creates a direct pathway to high-quality, well-paying careers in the trades. For example, a journey-level carpenter working full-time can earn more than \$112,000 per year, and when benefits such as 401K, pension, health insurance, and vacation are included, the total compensatory package rises to \$175,000 annually.

Programs like Career Connections are instrumental in addressing Hawai'i's labor shortages in critical sectors while ensuring local students have a viable path to financial independence and long-term career stability. In fact, PRP's recent workforce development report, *New Foundations: Laying the Groundwork for Hawai'i's Middle-class Renewal and Revival of the Trades*, our construction industry needs to increase its workforce by 10% every year for the next several years to keep up with demand.



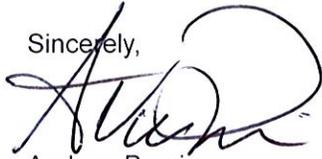
(Continued From Page 2)

HB430, HD1 aligns with PRP's mission to build a stronger workforce by investing in educational programs that connect students with industry professionals, hands-on training, and mentorship. Expanding support for these initiatives will not only benefit students but also strengthen Hawai'i's economy by ensuring a steady pipeline of skilled workers in key industries.

For these reasons, we respectfully urge the Committee to pass HB430, HD2.

Mahalo for the opportunity to provide testimony.

Sincerely,



Andrew Pereira  
Director of Public Affairs  
Pacific Resource Partnership



**LATE**



**HAWAI'I LODGING & TOURISM**  
**ASSOCIATION**

Testimony of  
Mufi Hannemann  
President & CEO  
Hawai'i Lodging & Tourism Association

Committee on Labor & Technology  
H430 HD2: Relating to Internships

March 14, 2025

Chair Aquino, Vice Chair Lee, and Members of the Committee,

The Hawai'i Lodging & Tourism Association (HLTA) strongly supports House Bill 430, H.D. 2, which authorizes and appropriates funds for the Department of Labor and Industrial Relations (DLIR) to administer an on-the-job training and work experience program, expanding internship opportunities into the private sector through a cost-sharing model.

As the state's largest private-sector tourism organization—representing 700 members, nearly 50,000 hotel rooms, and 40,000 lodging employees—HLTA is deeply committed to workforce development initiatives that bridge the gap between education and employment for Hawai'i's youth. This bill aligns with our ongoing efforts to provide students with hands-on learning experiences while strengthening the pipeline of talent for Hawai'i's economy.

HLTA has a long history of supporting internship and mentorship programs that cultivate future industry leaders, including:

- **Generational Mentoring Program** – Now in its 8th year, this initiative pairs university students from UH Mānoa, UH West O'ahu, Hawai'i Pacific University, and Brigham Young University–Hawai'i with seasoned executives in Hawai'i's visitor industry for six months of structured mentorship.
- **Ho'oilina Scholarship** – A collaboration with the Hawai'i Tourism Authority (HTA) and community stakeholders, this four-year, full-ride scholarship supports Department of Education (DOE) students pursuing degrees at UH Mānoa's School of Travel Industry Management.
- **Visitor Industry High School Internship (VIHSI) Program** – In partnership with the Council for Native Hawaiian Advancement (CNHA), DOE, and DLIR, HLTA has administered a

pilot program that provides high school students with paid internships in hotels, airlines, and transportation companies, offering early career exposure.

During the 2022 legislative session, funds were allocated to DLIR for paid internship programs, yet challenges arose in securing placements within private-sector businesses. Current law restricts state-funded internships to government agencies, limiting opportunities for students to gain experience in industries that drive Hawai'i's economy.

To address this, HLTA took proactive steps by piloting a privately funded high school internship program in hospitality, aviation, and ground transportation. This initiative demonstrated the immense value of private-sector participation, ensuring students receive real-world exposure while businesses benefited from developing future employees.

HB 430, H.D. 2 builds on this success by allowing state funding to support internships in private businesses, ensuring:

- Students gain valuable, hands-on experience in diverse industries—not just government roles.
- Public-private partnerships strengthen workforce pipelines, helping to address labor shortages in high-demand sectors like construction, hospitality, and healthcare.

HLTA applauds the legislature for championing workforce development and supporting private-sector collaboration in building a stronger, more resilient workforce. We urge the committee to pass HB 430, H.D. 2 and appreciate the opportunity to provide testimony.

Mahalo for your time and consideration.