



UNIVERSITY OF HAWAII SYSTEM

ʻŌNAEHAŌNAE KULANUI O HAWAII

Legislative Testimony

Hōʻike Manaʻo I Mua O Ka ʻAhaʻōlelo

Testimony Presented Before the
House Committee on Labor
Thursday, February 6, 2025, at 9:00 a.m.

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

HB 430 – RELATING TO INTERNSHIPS

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

Thank you for the opportunity to testify in support of HB 430, relating to internships. The University of Hawai'i (UH) supports and appreciates the desire to expand work-based learning while helping Hawai'i's youth 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 respectfully request consideration of one possible amendment to this bill. Currently, the bill specifies that participating college or university students may intern "for a maximum of forty hours per week" (page 7, lines 11-13). UH recommends adding language to the bill to ensure that college students are able to maintain their academic commitments:

"... for a maximum of up to twenty hours per week while an intern is enrolled in two or more college or university courses, or forty hours per week otherwise."

This amendment is designed to accommodate students who are enrolled in full-time academic programs recognizing that their ability to work full-time may be limited by their coursework. Capping the internship experience at twenty hours per week ensures that

the participating full-time college students will be able to gain valuable work experience while maintaining their academic performance. For part-time college students, the original language allowing up to forty hours per week would still apply.

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**

ON THE FOLLOWING MEASURE:
H.B. NO. 430, RELATING TO INTERNSHIPS.

BEFORE THE:
HOUSE COMMITTEE ON LABOR

DATE: Thursday, February 6, 2025 **TIME:** 9:00 a.m.

LOCATION: State Capitol, Room 309

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Jung Yun Ha, Deputy Attorney General

Chair Sayama and Members of the Committee:

The Department of the Attorney General provides the following comments.

The bill amends chapter 394, Hawaii Revised Statutes (HRS), to add new sections to authorize and appropriate funds for the Department of Labor and Industrial Relations (DLIR) to administer on-the-job training for student interns. The bill also amends section 302A-430, HRS, to allow coverage for workers' compensation coverage for interns.

On page 10, lines 16-18, the bill amends section 302A-430, HRS, to add the provision "provided that worker's compensation coverage shall last for the duration of the internship under the program." Workers' compensation benefits under chapter 386, HRS, start from the date of the injury, and for some benefits, such as medical treatment, can continue for as long as treatment is needed for the injury. Therefore, the amendment appears to be inconsistent with the current workers' compensation framework under chapter 386.

The intent of the new provision is unclear, and we recommend it be clarified. Alternatively, to maintain consistency with chapter 386, this provision on page 10, lines 16-18—"provided that worker's compensation coverage shall last for the duration of the internship under the program"—could be deleted. If this provision is deleted, we recommend that the word "internship" be added to page 10, line 13, so that it reads

"school-approved, work-based learning internship program . . . " to ensure there is no subject-title concern. See Schwab v. Ariyoshi, 58 Haw. 25, 564 P.2d 135 (1977).

Moreover, the preamble for the bill specifies on page 3, lines 3-9, that the purpose of the bill is to increase opportunities "for high school students" to participate in internships and does not mention those in higher education. However, the amendments to chapter 394, HRS, include internship opportunities for college and university students. Therefore, it is recommended that the preamble be amended to include internships for college and university students as part of the purpose of the bill.

We respectfully ask the Committee to consider our comments. Thank you for the opportunity to testify.



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

Date: 02/06/2025

Time: 09:00 AM

Location: 309 VIA VIDEOCONFERENCE

Committee: House Labor

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Bill Title: HB 0430 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.

Department's Position:

The Hawaii State Department of Education (Department) supports HB 430, which establishes an on-the-job training work experience program that allows for state-funded student internships with private-sector businesses. The internships will be funded, in part, by the Department of Labor and Industrial Relations (DLIR). HB 430 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, 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; promotes the state economy by encouraging students to consider a career with local industries and employers; and facilitates 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 respectfully requests that the limit on the number of weeks for internships for high school students be increased from six weeks (page 4, lines 11-12) to eight weeks to align with the public school summer break and that the maximum number of hours be increased from 30 hours per week (page 7, lines 9-10) to 40 hours per week. This will allow for more flexibility in scheduling options and opportunities for the employers and the students.

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.

The Department thanks the Legislature for supporting recent graduates participating in “paid or unpaid work for a private or public employer as part of a school-approved, work-based learning program sponsored by the department of education or university of Hawaii” (page 10, lines 11-14). To assist new high school graduates as they transition to their post-secondary plans, the Department offers the new graduates 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 internships 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 appreciates the Legislature’s 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.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

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

February 6, 2025

To: The Honorable Jackson D. Sayama, Chair,
The Honorable Mike Lee, Vice Chair, and
Members of the House Committee on Labor

Date: Thursday, February 6, 2025
Time: 9:00 a.m.
Place: Conference Room 309, State Capitol

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

Re: H.B. 430 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 FY2025 and **suggests amendments**. HB 430 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.

II. CURRENT LAW

Act 251, SLH 1969, established Chapter 394 and was enacted 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 Workforce Innovation and Opportunity Act (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 that seeks to provide state funding for work-based training via OJT contracts between the department and employers or registered apprenticeship program sponsors in the private sector for youth. State support to bolster WIOA supported work-based training comports with the intent of Chapter 394 HRS to support the local workforce and sustain Hawaii's economy.

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.

To delineate private and public sector internships, the department suggests inserting "private sector" in the section heading (Pg. 3, line 13) to read:

§394- On-the-job training work experience program, private sector.

The department also suggests that subsection (h) (Pg. 9, line 10 to 18) pertaining to a report about internships be separated and added as a new section in chapter 394 in this measure as follows:

§394- Work experience; private and public sector; annual report. The department shall submit an annual report on the state-funded internship programs for both the private and public sectors to the legislature no later than twenty days

prior to the convening of each regular session. At a minimum, each report shall include:

- (1) Outcomes and successes of the programs for both private and public sectors;
- (2) The number of interns who enrolled in the program and exited the program during the previous fiscal year;
- (3) Information on the progress of the program; and
- (4) Any proposed legislation."

The department further suggests adding language as noted below in the following sections/ subsections:

Section 1 (page 3, line 7) should read – "to increase opportunities for high schools [and college] students to...";

Section 2 subsection (f) (4) (Pg. 6, line 20) should read – "is not an apprentice [in a registered apprenticeship program] or journey worker.";

Under Section 2, subsection (f) add a line item – [Pass a criminal history record check pursuant to section 846-2.7];

Under Section 2, subsection (g) add line items – [Provide interns with the same working conditions as other employees in similar jobs] and [Consult with and obtain assistance from the department if an intern requires support services to carry out a work assignment effectively].



**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

February 6, 2025

The Honorable Representative Jackson D. Sayama, Chair
House Committee on Labor
The Thirty-Third Legislature
State Capitol
State of Hawai'i
Honolulu, Hawai'i 96813

Dear Representative Sayama, and Committee Members:

SUBJECT: HB430 Relating to Internships

The Hawai'i State Council on Developmental Disabilities **strongly supports HB430**, 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 HB430. 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.

HB430 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 **strongly supporting of HB430**.

Sincerely,

A handwritten signature in blue ink that reads "Daintry Bartoldus".

Daintry Bartoldus
Executive Administrator



February 6, 2025 at 9:00 am
Conference Room 309

House Committee on Labor

To: Chair Jackson D. Sayama
Vice Chair Mike Lee

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

Re: Testimony in Support
HB 430, 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.

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 SB 327, 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.



February 4, 2025

Representative Jackson Sayama, Chair
Representative Mike Lee, Vice Chair
Committee on Labor
House of Representatives
Hawaii State Legislature

Support of Bill HB430

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

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

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.

Sincerely,

A handwritten signature in black ink that reads "Stephanie P. Donoho". The signature is fluid and cursive.

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



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Kit Okimoto, Okimoto Corp., *Vice Chair*

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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

FROM: HAWAII FOOD INDUSTRY ASSOCIATION

Lauren Zirbel, Executive Director

DATE: February 6, 2025

TIME: 9am

RE: HB430 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 House Committee on Labor
Representative Jackson D. Sayama, Chair
Representative Mike Lee, Vice Chair**

**Thursday, February 6, at 10:00AM
Conference Room 309 & Videoconference**

RE: HB430 Relating to Internships

Aloha e Chair Sayama, 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 (HB430), which allows the Department of Labor and Industrial Relations to contract with eligible private-sector employers or registered apprenticeship programs to provide on-the-job training for interns. The bill also designates the State as the responsible employer for workers' compensation coverage for students and recent graduates in the on-the-job training work experience program, subject to certain limitations.

HB430 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's workforce faces shortages in high-demand industries like construction due to limited hands-on training for students. This bill expands state-funded internships to private-sector employers through a cost-sharing model under the Department of Labor and Industrial Relations (DLIR). By providing on-the-job training, it strengthens public-private partnerships and equips students with essential career skills.

The bill allows DLIR to contract with private employers and apprenticeship sponsors, reimbursing up to \$20 per hour for intern wages. Employers must comply with labor laws and cover 50% of costs. Internships will last six weeks for high schoolers and up to 24 weeks for college students, with oversight, performance tracking, and annual reporting. With \$3.6 million allocated annually for 2025-2027, this initiative builds workforce readiness, strengthens industry ties, and drives economic growth, earning Chamber support.

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. Thank you for the opportunity to testify.

February 6, 2025

House Committee on Labor
Representative Jackson D. Sayama, Chair
Representative Mike Lee, Vice Chair



Working together for Kapolei

Thursday, February 6, 2025, 9:00 a.m.
Conference Room #309 and via video conference

RE: HB 430 Relating to Internships

Dear Chair Sayama, Vice Chair Lee and members of the Committee,

My name is Kiran Polk, and I am the Executive Director & CEO of the Kapolei Chamber of Commerce. The Kapolei Chamber of Commerce is an advocate for businesses in the Kapolei region including Waipahu, Kapolei, 'Ewa Beach, Nānakūli, Wai'anae and Mākaha. The Chamber works on behalf of its members and the business community to improve the regional and State economic climate and help West O'ahu businesses thrive. We are a member- driven, member-supported organization representing the interests of all types of business: small, medium or large, for profit or non-profit businesses or sole proprietorship.

The Kapolei Chamber of Commerce **supports HB 430**, which permits and appropriates moneys for the Department of Labor and Industrial Relations (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. It also requires the Department of Human Resources Development to collaborate with the DLIR for certain portions of the on-the-job-training work experience program. The measure 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.

Investing in our future workforce is a priority for the Kapolei Chamber to keep pace with the growth in our region. Providing a work-based learning experience has proven to strengthen our talent pipeline. Many of our businesses, especially our small businesses, would like the opportunity to offer mentoring and work-based learning experience for our future workforce, but simply do not have the resources and capacity to do so. **Providing access to DLIR's registered apprenticeship programs would provide the support needed for these small and medium size businesses to pursue an internship program.**

Kapolei Chamber of Commerce has established itself as a *Career Hub* that generates, supports, connects, documents and reports the programmatic efforts to assist schools in delivering world-class programs that improve student achievement, increase post-secondary attendance, and generate a vibrant workforce. The Kapolei Chamber does this in partnership with the University of Hawai'i at West O'ahu, the Hawai'i State Dept. of Education and our private and charter schools in West O'ahu. In 2018, the Chamber pioneered student career exploration in the State by holding the 1st multi-school student career expo. We now bring almost 2,000 9th grade students from West O'ahu high schools onto the campus at UH West O'ahu to interact and explore careers by interacting with over 60 businesses and organizations as they select their career academies.

Career exploration is only the launching point and work-based learning is the continuum needed to strengthen our pipeline from K-12 to post-secondary and into our workforce. The Kapolei Chamber is also dedicated to working with our education partners in West O'ahu to **address curricular and outreach gaps in the workforce pipeline by advocating and supporting internship and mentoring opportunities for our students with West O'ahu employers** among industry sectors including healthcare, innovative technology and the professional trades.

As our small businesses face challenges with staffing shortages and inflationary impacts, having the opportunity to apply for DLIR's apprenticeship program will provide the needed resources for our businesses and is a solid investment in our future. It will **provide the support needed for increased participation in work-based learning and will provide the needed investment into our future**. These collaborative learning experiences will help nurture and sustain our future workforce, bringing a brighter horizon for all.

Thank you for this opportunity to provide testimony.

Best,

Kiran Polk
Executive Director & CEO



Testimony Presented Before the
Committee on Labor
Thursday, February 6, 2025, at 9:00 AM
By
Stephen Schatz, Executive Director
Hawai'i P-20 Partnerships for Education

HB430 – RELATING INTERNSHIPS

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

Thank you for the opportunity to testify on HB430 relating to internships.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports HB430, 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 the 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 HB430, which amends 302A-430 Coverage for Workers' Compensation, to extend coverage to recent high school graduates who participate in a school-approved work-based learning program sponsored by the Department of Education or University of Hawai'i.

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



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309
Thursday, February 6, 2025 AT 9:00 A.M.**

To The Honorable Jackson D. Sayama, Chair
The Honorable Mike Lee, Vice Chair
Members of the Committee on Labor

SUPPORT HB430 RELATING TO INTERNSHIPS

The Maui Chamber of Commerce **SUPPORTS HB430** 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. 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**.

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.