
HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO COMPLETE A COMPARATIVE STUDY OF ITS POLICIES ON YOUTH EMPLOYMENT AND FEDERAL REQUIREMENTS FOR YOUTH EMPLOYMENT UNDER THE FAIR LABOR STANDARDS ACT AND EXAMINE POLICIES THAT WILL BROADEN WORK-BASED LEARNING OPPORTUNITIES FOR STUDENTS.

1 WHEREAS, the Department of Labor and Industrial Relations
2 maintains responsibility for the regulation and maintenance of
3 employment for minors under the age of eighteen pursuant to
4 chapter 390, Hawaii Revised Statutes; and

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6 WHEREAS, only fifty-one percent of Hawaii's public school
7 graduates from the class of 2021 went on to post-secondary
8 education in the first fall after graduation, leaving nearly
9 half of Hawaii's youth in need of post-secondary plans; and

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11 WHEREAS, high school graduates with no post-secondary plans
12 traditionally struggle to enjoy the same economic gains, quality
13 of life, and general levels of success as high school graduates
14 who enroll in and complete post-secondary education or certified
15 post-secondary apprenticeship programs within four years of
16 graduation from a secondary education institution; and

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18 WHEREAS, only a small subset of Hawaii's youth have access
19 to fulfilling, hands-on work-based learning opportunities with
20 compensation; and

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22 WHEREAS, positive work-based learning experiences have been
23 shown to improve college-going rates and educational outcomes,
24 particularly for at-risk and disadvantaged youth who are
25 statistically less likely to make formal plans for careers or
26 education after completing their secondary education; and
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1 WHEREAS, resources exist across the State for students to
2 participate in public and private work-based learning
3 opportunities; and
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5 WHEREAS, there is a need for the Department of Labor and
6 Industrial Relations to implement systems that make work-based
7 learning more accessible to Hawaii's youth; and
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9 WHEREAS, the State has the responsibility to ensure that
10 all of its policies and procedures are ready and waiting to meet
11 the needs of a high-leverage, statewide work-based learning
12 program for Hawaii's youth; and
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14 WHEREAS, the State must continue to protect the safety and
15 well-being of its youth in any workplace; and
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17 WHEREAS, the United States Department of Labor does not
18 require states to issue employment certificates or age
19 certifications for minors engaging in work; and
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21 WHEREAS, thirty states do not require the issuance of an
22 employment certificate and age certification for a minor
23 engaging in work; and
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25 WHEREAS, unlike those other states, Hawaii currently
26 requires an employment certificate and age certification for a
27 minor engaging in work; and
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29 WHEREAS, revisiting and studying Hawaii's current
30 requirements are important to set a foundation for collective
31 action, public- and private-sector partnerships, and other means
32 of promoting work-based learning opportunities and labor
33 standards that protect youth, provide students with an ample
34 choice of industries in which to gain experience, and ensure
35 streamlined processes that enable more employers to offer
36 experiences to students; now, therefore,
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38 BE IT RESOLVED by the House of Representatives of the
39 Thirty-second Legislature of the State of Hawaii, Regular
40 Session of 2023, the Senate concurring, that the Department of
41 Labor and Industrial Relations is requested to complete a
42 comparative study of its policies on youth employment and
43 federal requirements for youth employment under the Fair Labor



1 Standards Act and examine policies that will broaden work-based
2 learning opportunities for students; and
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4 BE IT FURTHER RESOLVED that in conducting its comparative
5 study, the Department of Labor and Industrial Relations is
6 requested to report on:
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8 (1) How states with less certification requirements,
9 including Arizona, Kentucky, and Oregon, are able to
10 ensure access to and oversight of work-based learning
11 for minors;
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13 (2) Whether current state youth employment permitting
14 requirements create any barriers to expanded work-
15 based learning opportunities for youth;
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17 (3) The anticipated actions needed by the State to
18 transition its youth employment policies so that they
19 do not impose requirements that exceed the federal
20 minimum for youth employment under the Fair Labor
21 Standards Act; and
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23 (4) What practices and policies would enable the State to
24 streamline access to work-based learning opportunities
25 that provide students with advantages in the Hawaii
26 job market; and
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28 BE IT FURTHER RESOLVED that the Department of Labor and
29 Industrial Relations is requested to submit its findings and
30 recommendations, including any proposed legislation, to the
31 Legislature no later than twenty days prior to the convening of
32 the Regular Session of 2024; and
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34 BE IT FURTHER RESOLVED that the Department of Labor and
35 Industrial Relations is encouraged to work with partners, such
36 as Hawaii P-20 and Chamber of Commerce Hawaii, for additional
37 research capacity and support, if needed; and
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39 BE IT FURTHER RESOLVED that certified copies of this
40 Concurrent Resolution be transmitted to the Governor; Director
41 of Labor and Industrial Relations; Director of Business,
42 Economic Development, and Tourism; Executive Director of the
43 Workforce Development Council; Superintendent of Education; and
44 President of the University of Hawaii.

