



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

**Date:** 03/18/2024

**Time:** 03:02 PM

**Location:** CR 224 & Videoconference

**Committee:** Senate Labor and Technology  
Senate Education

**Department:** Education

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

**Title of Bill:** HB 2401, HD1 RELATING TO WORKERS' COMPENSATION.

**Purpose of Bill:** Allows newly graduated high school students to be eligible for workers' compensation coverage during the summer following their high school graduation while participating in Department of Education-sponsored work-based learning programs. Effective 7/1/3000. (HD1)

**Department's Position:**

The Hawaii State Department of Education (Department) strongly supports HB 2401, HD 1, which will provide workers' compensation coverage for new high school graduates participating in Department-sponsored work-based learning programs during the summer following their high school graduation.

The Department has prioritized work-based learning to promote workforce readiness, supporting Goal 1.3 of the Board of Education Strategic Plan – "All students graduate high school prepared for college and career success and community and civic engagement." The Department offers new graduates support as they transition to their post-high school plans, which may include postsecondary education, vocational training, the military, and/or employment. Summer training and internships are an extension of their Career and Technical Education (CTE) program of study to help the new graduates further develop the skills needed to succeed in the workforce. Planning and preparation for these internships take place during the school year. Without workers' compensation coverage, employers may be discouraged from hosting these young adults as interns since the employer may incur the liability.

Over the last five years, the Department has not incurred workers' compensation costs for students participating in Department-sponsored work-based learning programs. We anticipate that the workers' compensation program included in the Governor's executive budget request will cover the costs related to this measure.

The Department appreciates the Legislature's support of our work-based learning initiatives. The Department's goal is for all students to be globally competitive, having the skills to build a successful career anywhere in the

world, and locally committed, choosing to live, work, and grow here in Hawaii. Preparing our students for the current and future 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.



**S E A C**  
**Special Education Advisory Council**  
**1010 Richards Street Honolulu, HI 96813**  
**Phone: 586-8126 Fax: 586-8129**  
**email: spin@doh.hawaii.gov**

March 18, 2024

**Special Education  
Advisory Council**

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Susan Rocco, Staff

Senator Michelle N. Kidani, Chair  
Committee on Education  
Senator Henry J.C. Aquino, Chair  
Committee on Labor and Technology  
Hawaii Capitol  
Honolulu, HI 96813

RE: HB 2401, HD 1 - RELATING TO WORKERS' COMPENSATION

Dear Senators Kidani and Aquino and members of the Committees,

The Special Education Advisory Council (SEAC), Hawaii's State Advisory Panel under the Individuals with Disabilities Education Act, **supports HB 2401, HD 1** which allows newly graduated high school students to be eligible for workers' compensation coverage during the summer following their high school graduation while participating in Department of Education-sponsored work-based learning programs.

Work-based learning programs provide significant benefits to student with disabilities, including an opportunity to acquire skills, greater participation in community life, and greater self-sufficiency. These school-employer partnerships also give students the chance to see if they can perform the essential functions of a particular job with or without reasonable accommodations. Most importantly, work-based learning helps students with disabilities develop the confidence and self-advocacy skills needed for success in higher education and future employment.

HB 2401, HD 1 proposes to extend workers' compensation coverage over the summer months for students with and without disabilities who are participating in a HIDOE sponsored work-based learning program, thereby incentivising employers to maintain these newly graduated students as interns while HIDOE pays for the coverage.

Thank you for the opportunity to speak in support of this legislation.

Respectfully,

Martha Guinan  
Chair

**LATE**

**HB-2401-HD-1**

Submitted on: 3/18/2024 9:05:35 AM

Testimony for LBT on 3/18/2024 3:02:00 PM

Submitted By	Organization	Testifier Position	Testify
Victoria	Individual	Support	Written Testimony Only

Comments:

**I am writing to express my sincere gratitude for the Hawaii Registered Teacher Apprenticeship Program administered by the Hawaii Standards Board. This program has provided me with invaluable hands-on experience, mentorship, and professional development, significantly enhancing my journey towards becoming a qualified educator. The thoughtful structure and commitment to high standards have made a lasting impact on my teaching skills and preparedness for the classroom. I wholeheartedly recommend this program to aspiring teachers seeking a comprehensive and supportive pathway into the teaching profession.**

**LATE**

**HB-2401-HD-1**

Submitted on: 3/18/2024 9:06:32 AM

Testimony for LBT on 3/18/2024 3:02:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Testify</b>
David Na	Individual	Support	Written Testimony Only

Comments:

Addressed to:

Labor and Technology Chair Henry Aquino, Vice chair Sharon Moriwaki,

Education Chair Michelle Kidani, Vice chair Donna Kim,

And all of the members of mentioned committees.

I am in strong support of HB2401, and the changes made to it so far. As a high school who one: is interested in being provided opportunities to find places of employment, and two: knows many peers who are in CTE pathways, HB2401 would greatly increase the opportunities made available to them. One thing I would like to bring to mind is that although the in-the-field experiences provided are valuable in easing students into professions in that field, it is equally valuable as a safe environment where students can find out if they actually enjoy doing what it is they're experiencing. I can attest to the unsurety, fear, and regret many individuals have when faced with the reality of their work, and I hope this is also considered when discussing HB2401.

Thank you for your diligence and judgement, and thank you for your time.

David Na