



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

February 21, 2025

To: The Honorable Kyle T. Yamashita, Chair,
The Honorable Jenna Takenouchi, Vice Chair, and
Members of the House Committee on Finance

Date: Friday, February 21, 2025
Time: 10:00 a.m.
Place: Conference Room 308, State Capitol

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

Re: H.B. 430 HD1 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 HD1 creates two new sections 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.

The measure also appropriates \$3.6M for State support to bolster WIOA supported work-based training, which comports with the intent of Chapter 394 HRS 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 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 and appreciates the amendments in the HD1, provided that 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 federal WIOA funds.

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.



UNIVERSITY OF HAWAII SYSTEM

‘ŌNAEHANA KULANUI O HAWAII

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

Testimony Presented Before the
House Committee on Finance
Friday, February 21, 2025, at 10:00 a.m.

By

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

HB 430 HD1 – RELATING TO INTERNSHIPS

Chair Yamashita, Vice Chair Takenouchi, and Members of the Committee:

Thank you for the opportunity to testify in support of HB 430 HD1, 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 appreciate the Committee on Labor's 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
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 02/21/2025

Time: 10:00 AM

Location: 308 VIA VIDEOCONFERENCE

Committee: House Finance

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Bill Title: HB 0430, HD1 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. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) supports HB 430, HD1, 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, HD1 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.



STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
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 21, 2025

The Honorable Representative Kyle T. Yamashita, Chair
House Committee on Finance
The Thirty-Third Legislature
State Capitol
State of Hawai'i
Honolulu, Hawai'i 96813

Dear Representative Yamashita, and Committee Members:

SUBJECT: HB430 HD1 Relating to Internships

The Hawai'i State Council on Developmental Disabilities **strongly supports HB430 HD1**, 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. Appropriates funds. Effective 7/1/3000

Our Council has successfully implemented internship programs that align with the goals of HB430 HD1. 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 HD1 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 HD1**.

Sincerely,

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

Daintry Bartoldus

SB2381 Relating to Technology Access for Individuals with Disabilities

February 08, 2022

Page 2 of 2

Executive Administrator



February 21, 2025 at 10:00 am
Conference Room 308

House Committee on Finance

To: Chair Kyle T. Yamashita
Vice Chair Jenna Takenouchi

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

Re: **Testimony in Support**
HB 430 HD 1, 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.

Testimony of
Pacific Resource Partnership

Hawai'i State Legislature, House Committee on Housing
The Honorable Chair Kyle Yamashita and the Honorable Vice Chair Jenna Takenouchi
Friday, February 21, 2025

Subject: Strong Support for HB430, HD1 – Relating to Internships

Aloha Chair Yamashita, Vice Chair Takenouchi, and Members of the Committee:

On behalf of Pacific Resource Partnership (PRP), which represents Hawai'i's 6,000 unionized carpenters and more than 250 contractors, we strongly support HB430, HD1, 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.

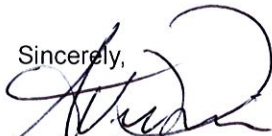
One of the most effective ways to prepare the next generation for success in the workforce is by providing real-world learning opportunities through internships and apprenticeships. PRP works closely with the Hawai'i Carpenters Apprenticeship & Training Fund (HCATF), which proudly participates in Career 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. 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.

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, HD1.

Mahalo for the opportunity to provide testimony.

Sincerely,



Andrew Pereira
Director of Public Affairs
Pacific Resource Partnership





HAWAII REGIONAL COUNCIL OF CARPENTERS

February 21, 2025

TO: The Honorable Kyle T. Yamashita, Chair
The Honorable Jenna Takenouchi, Vice Chair
and Members of the House Committee on Finance

RE: **Strong Support for HB430 HD1– Relating to Internships**

Aloha Chair Yamashita, Vice Chair Takenouchi, and Members of the Committee:

On behalf of the Hawai'i Regional Council of Carpenters, we strongly support HB430, HD1, 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. The Hawai'i Carpenters Apprenticeship & Training Fund (HCATF) 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. 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.

HB430, HD1 aligns with HRCC's commitment 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, HD1. Mahalo for the opportunity to provide testimony.

Mitchell Tynanes
Hawai'i Regional Council of Carpenters

STATE HEADQUARTERS & BUSINESS OFFICES

OAHU: 1311 Houghtailing Street, Honolulu Hawaii 96817-2712 • Ph. (808) 847-5761 Fax (808) 440-9188
HILO OFFICE: 525 Kilauea Avenue, Room 205, Hilo, Hawaii 96720-3050 • Ph. (808) 935-8575 Fax (808) 935-8576
KONA OFFICE: 75-126 Lunapule Road, Kailua-Kona, Hawaii 96740-2106 • Ph. (808) 329-7355 Fax (808) 326-9376
MAUI OFFICE: 330 Hookahi Street, Wailuku, Maui 96793-1449 • Ph. (808) 242-6891 Fax (808) 242-5961
KAUAI OFFICE: Kuhio Medical Ctr Bldg., 3-3295 Kuhio Hwy, Suite 201, Lihue, Kauai 96766-1040 • Ph. (808) 245-8511 Fax (808) 245-8911



February 4, 2025

Representative Kyle Yamashita, Chair
Representative Jenna Takenouchi, Vice Chair
Committee on Finance
House of Representatives
Hawaii State Legislature

Support of Bill HB430 HD1

Dear Chair Yamashita, Vice Chair Takenouchi and Members of the Committee on Finance,

Thank you for the opportunity to provide our testimony in support of HB430 HD1.

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 HD1.

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



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: 02/19/25

TO: FIN Chair Yamashita and FIN Committee Members

FROM: Hawai'i Forest Industry Association (HFIA)

SUBJECT: In Support of HB430 HD1 Relating to Internships

Dear Chair Yamashita and FIN Committee Members,

On behalf of the Directors and members of the Hawai'i Forest Industry Association (HFIA), please support HB430 HD1 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 HD1.

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 Presented Before the
House Committee on Finance
Friday, February 21, 2025, at 10:00 AM
By
Stephen Schatz, Executive Director
Hawai'i P-20 Partnerships for Education

HB 430 HD 1 – RELATING INTERNSHIPS

Chair Yamashita, Vice Chair Takenouchi, and Members of the Committee:

Thank you for the opportunity to testify on HB 430 HD 1 relating to internships.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports HB 430 HD 1, 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 1, 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.



**Testimony to the House Committee on Finance
Friday, February 21, 2025; 10:00 a.m.
State Capitol, Conference Room 308
Via Videoconference**

RE: HOUSE BILL NO. 0430, HOUSE DRAFT 1, RELATING TO INTERNSHIPS.

Chair Yamashita, Vice Chair Takenouchi, 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 1, 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 1
Friday, February 21, 2025; 10:00 a.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@hawaiipca.net.



Hawai'i State House Committee on Finance

Friday, February 21, 2025 at 10:00 am
Conference Room 308 & Videoconference
Hawai'i State Capitol

HB430 HD1 Relating to Internships

Good morning, Chair Yamashita, Vice Chair Takenouchi, and Members of the House Committee on Finance.

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 HD1** 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 HD1. Thank you.

Friday, February 21, 2025; 10:00 AM
Conference Room 308 & Video Conference

House Committee on Finance

To: Representative Kyle Yamashita, Chair
Representative Jenna Takenouchi, Vice Chair

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

**Re: HB 430, HD1 – Testimony In Support
Relating to Internships**

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, HD1 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.



1050 Bishop St. PMB 235 |
Honolulu, HI 96813
P: 808-533-1292 | e:
info@hawaiiifood.com

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 Finance
FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: February 21, 2025
TIME: 10am

RE: HB430 HD1 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.

February 21, 2025

House Committee on Finance
Representative Kyle T. Yamashita, Chair
Representative Jenna Takenouchi, Vice Chair



Working together for Kapolei

Friday, February 21, 2025, 10:00 a.m.
Conference Room #308 and via video conference

RE: HB 430HD1 Relating to Internships

Dear Chair Yamashita, Vice Chair Takenouchi 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 **strongly supports HB430**, 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



HAWAI'I LODGING & TOURISM
ASSOCIATION

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

Committee on Finance
Wednesday, February 21, 2025

HB 430 HD1– Relating to Internships

Chair Yamashita, Vice Chair Takenouchi, and Members of the Committee,

The Hawai'i Lodging & Tourism Association (HLTA) strongly supports House Bill 430, H.D. 1, which authorizes and appropriates funds for the Department of Labor and Industrial Relations (DLIR) to administer an on-the-job training 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 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 practical, hands-on experience and strengthen 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:

- Generational Mentoring Program – Now going into its 9th 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 provides high school students with paid internship placements 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 key 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 received real-world exposure while businesses benefitted from developing future employees.

Support for HB 430, H.D. 1

HB 430, H.D. 1 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. 1 and appreciate the opportunity to provide testimony.

Mahalo for your time and consideration.



MAUI

CHAMBER OF COMMERCE

VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON FINANCE
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 308
Friday, February 21, 2025 AT 10:00 A.M.**

To The Honorable Representative Kyle T. Yamashita, Chair
The Honorable Representative Jenna Takenouchi, Vice Chair
Members of the Committee on Finance

SUPPORT HB430 HD1 RELATING TO INTERNSHIPS

The Maui Chamber of Commerce **SUPPORTS HB430 HD1** 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 Hawaii'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 HD1**.

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.