



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 Labor
Tuesday, March 18, 2025, at 9:30 a.m.

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

SB 327 SD2 – RELATING TO INTERNSHIPS

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

Thank you for the opportunity to testify in support of Senate Bill 327 SD2, which aims to expand opportunities for state-funded internships in the private sector to provide Hawai'i's high school and college-aged students with valuable work experience.

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.

We respectfully ask the committee to consider an additional amendment. As currently written, the bill limits internship opportunities to students who are planning to graduate within a year. We suggest language allowing students at any point in their college path to be eligible for such internship opportunities. Please consider striking the language on page 5, lines 14-18, in the bill so that it reads as follows:

~~"Be currently enrolled in an accredited college or university and anticipating the attainment of a degree within one year, or has earned a college or university degree within one year of applying for the internship; and"~~

The benefits of internships should also be available to students earlier in their academic journeys so they have the chance to intern at more than one company or try different roles within a company so they can develop career readiness skills. The University of Hawai'i also serves many non-traditional students who returned to higher education after spending time in the workforce and would be prepared for the demands of an internship at an earlier stage of their college journey. Finally, for students uncertain about their future professions, having an internship opportunity early may give them a chance to decide this is *not* what they want to do and choose a different career path.

Thank you for your time and consideration.



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

Date: 03/18/2025

Time: 09:30 AM

Location: 309 VIA VIDEOCONFERENCE

Committee: House Labor

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Bill Title: SB 0327, SD2 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. Requires the Department of Labor and Industrial Relations to collaborate with the Department of Human Resources Development for certain portions of the on-the-job-training work experience program. 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. (SD2)

Department's Position:

The Hawaii State Department of Education (Department) supports SB 327, SD 2, which establishes an on-the-job training work experience program that enables the Department of Labor and Industrial Relations (DLIR) to fund private-sector internships and establishes a process between DLIR and the Department of Human Resources and Development to place interns at State executive branch departments, agencies, and programs. SB 327, SD 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, 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.

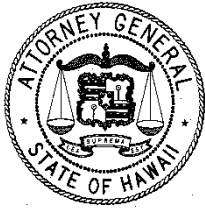
The Department supports the extension of workers' compensation coverage for recent graduates participating

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 14 to 17). To support new high school graduates as they transition to their post-secondary plans, the Department offers work-based learning opportunities, including industry-led summer training and internships, as an extension of their Career and Technical Education program of study. Planning and preparation for these activities 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 and its collaboration with the Department of Human Resources Development 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.



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-THIRD LEGISLATURE, 2025**

ON THE FOLLOWING MEASURE:

S.B. NO. 327, S.D. 2, RELATING TO INTERNSHIPS.

BEFORE THE:

HOUSE COMMITTEE ON LABOR

DATE: Tuesday, March 18, 2025

TIME: 9:30 a.m.

LOCATION: State Capitol, Room 309

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Jung Yun Ha or Li-Ann Yamashiro, Deputy Attorneys 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 the Department of Labor and Industrial Relations (DLIR) to administer an on-the job training work experience program for eligible interns. The bill also amends section 302A-430, HRS, to provide workers' compensation coverage for the interns.

On page 10, line 19, through page 11, line 2, the bill amends section 302A-430, HRS, to add the provision "provided that workers' compensation coverage for a recent graduate shall lapse on the last day of February following the graduating year or the date the internship ends, whichever occurs earlier." 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, the provision on page 10, line 19, through page 11, line 2 – "provided that workers' compensation coverage for a recent graduate shall lapse on the last day of February following the graduating year or the date the internship ends, whichever occurs earlier" – could be deleted. If this

provision is deleted, we recommend that the word "internship" be added to page 10, line 18, so that it reads "the on-the-job training work experience internship program established in . . ." to ensure there is no single-subject concern. See Schwab v. Ariyoshi, 48 Haw. 25, 564 P.2d 135 (1977).

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



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

March 18, 2025

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

Date: Tuesday, March 18, 2025
Time: 9:30 a.m.
Place: Conference Room 309, State Capitol

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

Re: S.B. 327 SD2 RELATING TO INTERNSHIPS

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR supports the intent** of SB327 SD2 and suggests an amendment. The measure creates two new sections in Chapter 394, Hawaii Revised Statutes (HRS), to authorize state-funded internships in the private sector and to codify aspects of the partnership between the department and the Department of Human Resources Development (DHRD) in operating the current Hele Imua internship program.

Both new sections aim to enhance federally funded Workforce Innovation and Opportunity Act (WIOA) work-based training, aligning with the intent of HRS Chapter 394 to support Hawaii's local workforce and sustain the state's economy.

SB327 SD2 also expands state workers' compensation coverage for students and interns and the DLIR concurs with DOE in supporting this amendment.

The department notes that SD2 does not include an appropriation, and that uncertainty remains regarding current and future federal funding for similar initiatives. The DLIR suggests adding a clarifying amendment to subsection (f) of Section 2 to avoid conflicts with the State and Federal Apprenticeship Laws:

"(5) Is not an apprentice in a registered apprenticeship program or journey worker."

II. CURRENT LAW

Act 251 (SLH, 1969) established 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 emphasis on providing work experience or internships for youth in a planned, structured, and 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 SENATE BILL

The DLIR supports providing state funding for work-based training through OJT contracts between the department and private-sector employers or registered apprenticeship program sponsors for youth. State support for bolstering WIOA work-based training aligns with the intent of HRS Chapter 394 to support the local workforce and sustain Hawaii's economy.

The proposed new §394-A outlines the details of a state-supported program for the private sector that aligns with WIOA work-based training while incorporating Hawaii-specific elements. The DLIR believes these elements will enable the department to operate a program that protects the interests of the department, employers or apprenticeship sponsors, and participants.



STATE OF HAWAI'I
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, HAWAI'I 96813
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543

March 18, 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: SB327 SD2 Relating to Internships

The Hawaii State Council on Developmental Disabilities **SUPPORTS SB327 SD2**, 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. Requires the Department of Labor and Industrial Relations to collaborate with the Department of Human Resources Development for certain portions of the on-the-job-training work experience program. 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. (SD2)

Expanding state-funded internships to include private-sector opportunities strengthens Hawaii's workforce by preparing individuals with practical experience and skills that are necessary for all future employment. These internships create a bridge between education and employment, ensuring that participants receive training to close the gap in the workforce.

Including internships focused on advocacy for the Intellectually and Developmentally Disabled (I/DD) community is essential to ensuring that individuals working in this field receive comprehensive training to effectively support and serve Hawaii's communities. These internships would also be addressing a growing need for trained advocates, caregivers, and service providers. By creating internships around programs such as I/DD advocacy, greater awareness and understanding of our community's needs can be met. These programs also

SB327 SD2 Relating to Internships

March 18, 2025

Page 2 of 2

encourage policymakers, employers, and the general public to recognize the importance of inclusive employment opportunities and the value of creating workplaces and jobs that support individuals with I/DD.

Thank you for the opportunity to submit testimony in **support of SB327 SD2**.

Sincerely,

A handwritten signature in blue ink that reads "Daintry Bartoldus". The signature is written in a cursive, flowing style.

Daintry Bartoldus
Executive Administrator



Testimony Presented Before the
House Committee on Labor
Tuesday, March 18, 2025, at 9:30 AM

By
Stephen Schatz, Executive Director
Hawai'i P-20 Partnerships for Education

SB 327 SD2 – RELATING INTERNSHIPS

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

Thank you for the opportunity to testify on SB 327 SD2 relating to internships.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports SB 327 SD2, 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 4 of SB 327 SD2, which amends HRS 302A-430 Coverage for Workers' Compensation to extend coverage to students or recent graduates who participate in a school-approved work-based learning program sponsored by the Hawai'i State Department of Education or University of Hawai'i.

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

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENN A H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

BRIAN K. FURUTO
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENN A H. HASHIMOTO
Director, Department of Human Resources Development

Before the
HOUSE COMMITTEE ON LABOR
Tuesday, March 18, 2025
9:30 AM
State Capitol, Conference Room 309

In consideration of
SB327 SD2, RELATING TO INTERNSHIPS

Chair Sayama, Vice Chair Lee, and the members of the committee.

The Department of Human Resources Development (HRD) **supports** SB327 SD2.

The purpose of SB327 SD2 is to:

- Permit 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.
- Require the Department of Labor and Industrial Relations to collaborate with the Department of Human Resources Development for certain portions of the on-the-job-training work experience program.
- Provide 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.

HRD supports this measure as a means to grow the State's workforce and promote employment opportunities within Hawaii'i. HRD is prepared to collaborate with LBR on placing interns within the State Executive Branch departments and agencies. HRD has established an in-depth training program for current interns with the Executive Branch and looks forward to continuing this program, welcoming more interns to the Executive Branch, and supporting them as they begin their careers.

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



**DEPARTMENT OF BUSINESS,
ECONOMIC DEVELOPMENT & TOURISM**
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI
A HO'OMĀKA'IKA'I

No. 1 Capitol District Building, 250 South Hotel Street, 5th Floor, Honolulu, Hawaii 96813
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JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LT. GOVERNOR

JAMES KUNANE TOKIOKA
DIRECTOR

DANE K. WICKER
DEPUTY DIRECTOR

Statement of
JAMES KUNANE TOKIOKA
Director

Department of Business, Economic Development, and Tourism
before the
HOUSE COMMITTEE ON LABOR

Tuesday, March 18, 2025, 9:30 AM
State Capitol, Conference Room #309

In consideration of
SB 327 SD2
RELATING TO INTERNSHIPS.

Chair Sayama, Vice Chair Lee, and members of the House Committee on Labor. The Department of Business, Economic Development & Tourism (DBEDT) supports the intent of SB327 SD2, which seeks to expand state-funded internships through public-private partnerships. We appreciate the goal of strengthening Hawaii's workforce pipeline by providing on-the-job training and mentorship opportunities. However, we offer the following comments and recommendations to enhance the effectiveness and sustainability of the program.

1. Administrative Structure & Implementation Capacity: DLIR is the lead agency for private-sector internships, while DHRD manages public-sector placements. No funding appropriation is included in SD2, which may impact DLIR's ability to launch the program immediately.

DBEDT recommends:

- Clarifying DLIR's funding plan to ensure the program can be implemented without delay.

- Explicitly integrating existing workforce programs (e.g., Good Jobs Hawaii, WIOA, American Job Centers) to reduce duplication and maximize resources.

2. Employer Accountability & Cost-Sharing: SB327 SD2 still allows full employer wage reimbursement (\$20/hr) without requiring a financial contribution. Without employer cost-sharing, businesses may use the program for low-cost labor rather than meaningful training. Other workforce programs require employer contributions, ensuring commitment to intern development.

DBEDT recommends:

- Exploring partial employer cost-sharing or commitments to post-internship hiring or structured training plans.
- Ensuring internships provide skills-based training, not just temporary labor opportunities.

3. Data Tracking & Alignment with SB1491 and SB1585: SB1491 SD1 expands statewide workforce data tracking by including DBEDT and the Department of Taxation in the Statewide Longitudinal Data System (SLDS). SB1585 SD1 creates performance metrics for workforce and career pathway development, including tracking how many students transition into employment.

SB327 SD2 improves reporting by requiring DLIR to submit an annual report on program participation, but does not require tracking of post-internship employment outcomes.

DBEDT recommends:

- Aligning SB327 with SB1491 and SB1585 by including a workforce outcomes tracking component.
- Requiring employers to report on intern retention or hiring rates post-internship.
- Using existing tracking systems (WIOA, Good Jobs Hawaii, SLDS) to monitor workforce transitions.

SB327 SD2 is a step forward in expanding workforce opportunities, but enhancing employer accountability and ensuring a clear funding/implementation plan will strengthen its impact. DBEDT supports the intent of this measure and encourages amendments to:

- Clarify DLIR's funding and implementation strategy.
- Introduce employer cost-sharing or training commitments.
- Ensure post-internship tracking for long-term workforce impact.
- Align with SB1491 and SB1585 to integrate workforce data tracking.

We look forward to continued discussions on strengthening Hawaii's workforce.

Mahalo for the opportunity to testify.



March 18, 2025 at 9:30 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
SB 327 SD 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.

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.



House Committee on Labor
March 18, 2025 at 9:30 AM
Room 309

Testimony in SUPPORT for SB327 SD2

Aloha Chair Sayama, 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 SB327 SD2**, 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,¹ 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, SB327 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 SB327 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.

¹ 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 February 10, 2025).



March 15, 2025

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

Support for SB327 SD2

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 SB327 SD2.

We are very supportive of opportunities to increase 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 SB327 SD2.

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

SB-327-SD-2

Submitted on: 3/15/2025 5:44:44 PM

Testimony for LAB on 3/18/2025 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Victor Lee	Purple Maia Foundation	Support	Written Testimony Only

Comments:

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

I am writing to express my strong and unwavering support for SB327 SD2, a bill that has the potential to transform Hawaii's workforce pipeline by expanding state-funded internships into the private sector. This initiative is critical not only for students and recent graduates but also for Hawaii's long-term economic stability and growth.

We all recognize the urgent need to prepare Hawaii's next generation for high-demand careers while keeping local talent in our state. SB327 SD2 addresses this by bridging the gap between education and employment, offering structured, paid, and career-building opportunities that benefit both students and Hawaii businesses.

Hawaii's students and recent graduates need more than just classroom education—they need real-world experience in growing and evolving industries. This bill ensures fair pay and guarantees structured, skills-driven internships that provide practical, hands-on experience, making interns immediately employable. Employers, in turn, gain access to a pipeline of trained, workforce-ready individuals who can fill critical gaps in our economy.

By expanding internship opportunities to the private sector, SB327 SD2 empowers small and medium-sized businesses—the backbone of Hawaii's economy—to develop talent without the financial burden of full-time hiring. This fosters innovation, strengthens public-private partnerships, and ensures that local businesses can cultivate future employees while contributing to the state's economic growth.

Far too many students are forced to take unpaid internships or low-wage jobs unrelated to their career goals just to make ends meet. SB327 SD2 changes that by ensuring internships are not only accessible but financially viable, allowing all students—regardless of socioeconomic background—to participate and benefit. This bill levels the playing field, ensuring that students from all walks of life gain meaningful career experience before entering the workforce.

At its core, SB327 SD2 is a strategic investment in Hawaii's future. It gives students the hands-on experience they need to succeed, supports local businesses by developing a skilled workforce, and ensures that Hawaii remains competitive in an increasingly global economy. Without programs like this, we risk losing our best and brightest to the continent, where paid internships and strong workforce programs are already the norm. We cannot afford to let that happen.

For these reasons, I strongly urge this committee to pass SB327 SD2 without hesitation. The future of Hawaii's workforce, businesses, and economic sustainability depends on it.

Mahalo for your time, leadership, and commitment to Hawaii's students and businesses.

Victor Lee

Co-Managing Director Aina-Foundry

Purple Maia Foundation

Tuesday, March 18, 2025; 9:30 AM
Conference Room 309 & Video Conference

House Committee on Labor

To: Representative Jackson Sayama, Chair
Representative Mike Lee, Vice Chair

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

**Re: SB 327, SD2 – 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 SB 327, SD2 which permits the Department of Labor and Industrial Relations to enter into contracts with eligible private sector employers or registered apprenticeship programs to provide Hawai'i's school and college-aged students with valuable work experience and on-the-job training.

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

**Tuesday, March 18, 2025, at 9:30AM
Conference Room 309 & Videoconference**

RE: SB327 SD2 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 Senate Bill 327 Senate Draft 2 (SB327 SD2), 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. Requires the Department of Labor and Industrial Relations to collaborate with the Department of Human Resources Development for certain portions of the on-the-job-training work experience program. 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.

SB327 SD2 aligns with our 2030 Blueprint for Hawaii: An Economic Action Plan, specifically under the policy pillar for Small Business. This bill promotes policies that drive economic growth, enhance workforce opportunities, and improve the quality of life for Hawaii's residents.

Hawaii needs to strengthen its workforce pipeline by creating meaningful, state-funded internship opportunities that cultivate job skills and enhance employment prospects. This proposed legislation accomplishes that goal by expanding on-the-job training programs to include private-sector partnerships under the Department of Labor and Industrial Relations. The aim is to ensure that interns receive hands-on experience and comprehensive training while promoting economic growth, public-private collaboration, and job creation.

In addition to supporting clear eligibility criteria, the measure incorporates oversight mechanisms like training plans, mentor assignments, and detailed reporting to maintain accountability and quality assurance. The Chamber supports this measure because it builds a well-prepared local workforce, encourages workforce participation, and drives overall economic growth.

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 Senate Bill 327 Senate Draft 2. Thank you for the opportunity to testify.



Hawai'i State House Committee on Labor

Tuesday, March 18, 2025, at 9:30 am
Conference Room 309 & Videoconference
Hawai'i State Capitol

SB327 SD2 Relating to Internships

Good morning, Chair Sayama, Vice Chair Lee, and Members of the House Committee on Labor.

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 SB327 SD2** 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 several 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 SB327 SD2. Thank you.

March 18,2025

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



Working together for Kapolei

Tuesday, March 18, 2025, 9:30 a.m.
Conference Room #309 VIA VIDEOCONFERENCE

RE: SB 327 SD2 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 and CEO of the Kapolei Chamber of Commerce. The Kapolei Chamber of Commerce is an advocate for businesses in the Kapolei region and West O'ahu. The Chamber works on behalf of its members and the entire business community to improve the regional and State economic climate and help Kapolei 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 SB 327**, 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



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

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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: March 18, 2025
TIME: 9:30am

RE: SB327 SD2 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.



MAUI
CHAMBER OF COMMERCE
VOICE OF BUSINESS

**HEARING BEFORE THE HOUSE COMMITTEE ON LABOR
HAWAII STATE CAPITOL, HOUSE CONFERENCE ROOM 309
Tuesday, March 18, 2025 9:30 A.M.**

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

SUPPORT SB327 SD2 RELATING TO QUALIFIED INTERNSHIP TAX CREDIT

The Maui Chamber of Commerce **SUPPORTS SB327 SD2** which establishes a program to provide on-the-job training and work experience opportunities for interns through the Department of Labor and Industrial Relations (DLIR).

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. At a time when many of our businesses across the state are struggling to hire and retain their workforce, this program would be an important lifeline for them.

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 SB327 SD2**.

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.

March 18, 2025

State of Hawai'i, Senate
Committee on Labor



Re. SB327

Aloha Chair Sayama,

I am writing on behalf of the Hawaiian Lifeguard Association (HLA) to express our support for House SB327, which allows for private sector and the Department of Labor and Industrial Relations internship partnerships.

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Kirsten Hermstad
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Ralph Goto
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Mark Cunningham

The Hawaiian Lifeguard Association (HLA) fully supports House SB327 because it aligns with our mission to promote water safety education, prevent drownings and aquatic injuries, and provide positive opportunities for our youth.

HLA has developed a statewide Junior Lifeguard Internship program. The first cohort of interns started on Kaua'i, yesterday! This program was made possible through a generous grant from the Atherton Foundation and sponsorship by Watermen Brand. This program is the first of its kind in Hawai'i and will be expanded for over the next 3 years across all four counties.

The program is open to youth aged 16 or above who have completed a qualifying junior lifeguard program and have been recommended by their instructors. Intern candidates will go through an interview process and be required to meet the same physical fitness and skill competencies as adult lifeguard positions. Interns will receive a full week of training alongside adult county lifeguard candidates, focusing on ocean safety awareness, performing rescues, administering first aid, and learning CPR/AED techniques. The goal is to encourage participants to become co-instructors in our Summer Junior Lifeguard Programs and potentially become county lifeguards in the future.

Participants will receive the following:

- 40 hours of training
- CPR and First Aid (2-year Certification) – American Heart Association
- Kauai Ocean Safety Bureau – Open Water Lifeguard Certification (2-year Certification)
- All gear and uniforms provided by the Kauai Ocean Safety Bureau and the Hawaiian Lifeguard Association (HLA)
- Daily lunch and refreshments provided by the HLA
- Compensation paid by the Hawaiian Lifeguard Association

This program is a great opportunity for our youth.

Mahalo

Kirsten Hermstad
Executive Director

Hawaiian Lifeguard Association
P.O. Box 844
Kapa'a, Hawaii 96746
Tax Id 99-0308213
hawaiianlifeguardassociation.org

The mission of the Hawaiian Lifeguard Association (HLA) is to contribute to and advocate for the professional advancement of lifeguards in the State of Hawaii by supporting their efforts to reduce the incidence of drownings and aquatic injuries.

It accomplishes this by: Establishing and maintaining the highest standards of professional surf and open water lifesaving to maximize public safety in Hawaiian aquatic environments. Developing, supporting, and participating in programs that address drowning and aquatic injury prevention strategies. **Serving as a primary resource for aquatic safety education in the State of Hawaii.** Raising funds for water safety programs through available grants and sponsorship agreements. Continuing to actively support the Statewide Junior Lifeguard Program by providing funding for standardized curriculum development, instructor recruitment and training, uniforms and equipment, awards, and travel expenses. Actively supporting the improvement of lifesaving and humanitarian causes, locally, nationally (USLA), and internationally (ILS).

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