



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-SECOND LEGISLATURE, 2024**

ON THE FOLLOWING MEASURE:

H.B. NO. 1654, H.D. 1, RELATING TO EDUCATION.

BEFORE THE:

HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS

DATE: Tuesday, February 13, 2024 **TIME:** 9:30 a.m.

LOCATION: State Capitol, Room 309 and Videoconference

TESTIFIER(S): Anne E. Lopez, Attorney General, or
Dale M. Fujimoto, Deputy Attorney General

Chair Matayoshi and Members of the Committee:

The Department of the Attorney General (Department) provides the following comments.

The bill establishes the Qualified Internship Grant Program within the Department of Education to provide grants to businesses and organizations that provide qualified interns with work-based learning through a qualified internship program. The bill also appropriates funds.

The bill requires the businesses and organizations participating in the Qualified Internship Grant Program to compensate qualified interns no less than the state minimum wage. Page 2, lines 19-20. To refer to the correct statute regarding the State's minimum wage, the reference to "section 382-2" on page 2, line 20, should be replaced with "section 387-2." (Emphasis added.).

Additionally, although a definition for the term "internship applicant" is provided at the end of the new section to be added to chapter 302A, Hawaii Revised Statutes (HRS), on page 9, lines 1-3, the term may be confusing. It could be misinterpreted to refer to the student applying for an internship, instead of the business or organization applying for a qualified internship grant. The Department suggests replacing "internship applicant" with "internship grant applicant" throughout new section 302A-___, HRS, in section 2 of the bill. Page 2, line 8, through page 9, line 5.

Thank you for the opportunity to provide comments.

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR



JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR

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

February 13, 2024

To: The Honorable Scot Z. Matayoshi, Chair,
The Honorable Andrew Takuya Garrett, Vice Chair, and
Members of the House Committee on Labor & Government Operations

Date: Tuesday, February 13, 2024

Time: 9:30 a.m.

Place: Conference Room 309, State Capitol

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

Re: H.B. 1654 H.D.1 RELATING TO EDUCATION

I. OVERVIEW OF PROPOSED LEGISLATION

The **DLIR offers comments**. HB1654 HD1 amends Chapter 302A, Hawaii Revised Statutes (HRS), by adding a new section to establish the qualified internship program within the Department of Education to provide grants to businesses and organizations that employ qualified interns, who are at least sixteen years of age and enrolled in a public school, with work-based learning experiences and compensates the qualified intern no less than the minimum wage.

II. CURRENT LAW

Section 387-2, HRS, provides a minimum wage of \$14.00 per hour beginning January 1, 2024; \$16.00 per hour beginning January 1, 2026; and \$18.00 per hour beginning January 1, 2028.

Employers are generally subject to both state child labor laws and the federal child labor provisions of the Fair Labor Standards Act (FLSA), 29 U.S.C. 212(c), and the FLSA regulations at 29 CFR Part 570.

III. COMMENTS ON THE HOUSE BILL

The DLIR suggests section 382-2 on page 2, line 20, be amended to section 387-2, which provides the minimum wage under Chapter 387, HRS, Wage and Hour Law.



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

Date: 02/13/2024
Time: 09:30 AM
Location: 309 VIA VIDEOCONFERENCE
Committee: House Labor & Government
Operations

Department: Education

Person Testifying: Keith T. Hayashi, Superintendent of Education

Title of Bill: HB 1654, HD1 RELATING TO EDUCATION.

Purpose of Bill: Establishes the qualified internship grant program within the Department of Education to provide grants to businesses and organizations that employ qualified interns participating in work-based learning through a qualified internship program. Appropriates funds. Effective 7/1/3000. (HD1)

Department's Position:

The Hawaii State Department of Education (Department) respectfully offers comments on HB 1654, HD 1, which establishes an internship grant program to be administered by a non-profit organization in partnership with the Department. The program would provide grants to organizations that employ qualified public school students for work-based learning.

The Department appreciates the Legislature's support in increasing the number of work-based learning opportunities available for public high school students across the state. Equitable access to work-based learning opportunities provides all students the means to attain the experience and develop the skills necessary to succeed in the workforce. This supports Goal 1.3 of the Board of Education Strategic Plan – "All students graduate high school prepared for college and career success and community and civic engagement" – and enables students to be globally competitive and locally committed, positively contributing to Hawaii's economy.

The Department thanks the Legislature for incorporating our suggested revisions, increasing the compensation to minimum wage and including a minimum age requirement for qualified interns. The Department also appreciates the guidelines added to protect the rights of our students and to obligate internship applicants to fulfill the intent of the bill.

The Department already has the ability to contract with organizations for work-based learning opportunities to students and the Department's Board of Education-approved budget includes

funds that would support work-based learning. While the Department has this ability already, we are concerned about the time and resources that will be required to procure through a competitive bid process the services of a non-profit organization to administer the grant program and to draft and execute contracts with selected internship applicants. Given there already exists within the Department of Labor and Industrial Relations an internship program that this grant program may overlap with we feel this measure may not be necessary at this time.

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



**Testimony to the House Committee on Labor and Government Operations
Tuesday, February 13, 2024; 9:30 a.m.
State Capitol, Conference Room 309
Via Videoconference**

RE: HOUSE BILL NO. 1654, HOUSE DRAFT 1, RELATING TO EDUCATION.

Chair Matayoshi, Vice Chair Garrett, 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. 1654, House Draft 1, RELATING TO EDUCATION.

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.

The bill, as received by your Committee, would:

- (1) Establish a qualified internship grant program (program), to be administered by an eligible and qualified non-profit organization in partnership with the Department of Education;
- (2) Mandate certain minimum standards on wages, hours and the certification of interns; and
- (3) Appropriate an unspecified amount of general funds for fiscal year 2024-2025 to implement the program.

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,

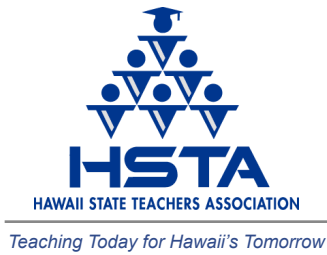
Testimony on House Bill No. 1654, House Draft 1
Tuesday, February 13, 2024; 9:30 a.m.
Page 2

rheumatology, cardiology, hematology/oncology, and pediatric subspecialties of endocrinology, cardiology, neurology, hematology/oncology, and gastroenterology.

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.

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@hawaiiipca.net.



1200 Ala Kapuna Street • Honolulu, Hawaii 96819
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Osa Tui, Jr.
President

Logan Okita
Vice President

Lisa Thompson
Secretary-Treasurer

Ann Mahi
Executive Director

TESTIMONY TO THE HAWAII HOUSE COMMITTEE ON LABOR AND GOVERNMENT OPERATIONS

Item: **HB1654 HD1 - Relating to Education**
Position: **Support**
Hearing: **February 13, 2024, 9:30 a.m., Conference Room 309**
Submitter: **Osa Tui, Jr. – President, Hawai'i State Teachers Association**

Chair Matayoshi, Vice Chair Garrett, and members of the committee,

The Hawai'i State Teachers Association **supports** HB1654 HD1 which establishes the qualified internship grant program within the Department of Education to provide grants to businesses and organizations that employ qualified interns participating in work-based learning through a qualified internship program.

Experiential learning is one of the most effective methods to understand and appreciate what one is trying to learn. In this case, work-based learning offers experiences and opportunities that a classroom is not able to do. Work-based learning can only happen when opportunities are provided and available for that to happen. Businesses and organizations may be hesitant to offer such experiences (including making a financial commitment) without a program like one proposed in this bill. This bill is an investment in our keiki and their success.

The Hawai'i State Teachers Association asks your committee to **support** this bill.



1050 Bishop St. PMB 235 | Honolulu, HI 96813
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Eddie Asato, Pint Size Hawaii, *Immediate Past Chair*

TO: Committee on Labor and Government Operations

FROM: HAWAII FOOD INDUSTRY ASSOCIATION
Lauren Zirbel, Executive Director

DATE: February 13, 2024
TIME: 2:05pm
PLACE: Room 309

RE: HB1654 HD1 Relating to Education

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.

Chair Matayoshi, Vice Chair Garrett, and Members of the Committee,

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 high school 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.

We encourage the Committee to pass this measure and we thank you for the opportunity to testify.



david.miyashiro@hawaiikidscan.org
hawaiikidscan.org

David Miyashiro
Executive Director

February 13, 2024

Committee on Labor & Government Operations

Rep. Scot Z. Matayoshi, Chair

Rep. Andrew Takuya Garrett, Vice Chair

Aloha Chair Matayoshi, Vice Chair Garrett, and Members of the Committee,

HawaiiKidsCAN strongly supports HB1654 HD1, which establishes the qualified internship grant program within the Department of Education to provide grants to businesses and organizations that employ qualified interns participating in work-based learning through a qualified internship program. Appropriates funds.

Founded in 2017, HawaiiKidsCAN is a local nonprofit organization committed to ensuring that Hawaii has an excellent and equitable education system that reflects the true voices of our communities and, in turn, has a transformational impact on our children and our state. We strongly believe that all students should have access to excellent educational opportunities, regardless of family income levels and circumstances.

Hawaii's youth are facing an affordability crisis if they want to remain in the state for years to come. While there are many elements needed to address this issue, a must-have is making sure our youth are equipped with the skills and connections they need to pursue their dream careers. Work-based learning opportunities, such as internships in skilled fields including healthcare, IT, and air travel give students the chance to learn and earn on-the-job and gain experience and connections that will make them stand out for high-paying job opportunities in the future. Additionally, work-based learning provides employers across Hawaii the opportunity to recruit and grow their own workforce of local talent, providing mentorship and training for their next generation of workers. Research has shown that part-time work as a student translates to future career benefits that include higher hourly wages upwards to 20%, increased annual earnings, and less time spent out of work.¹

¹ <https://epionline.org/release/new-study-finds-teens-early-work-experiences-have-long-lasting-career-benefits/>

Making sure our youth have a strong springboard prior to graduation and applying for full-time employment is more important than ever. The COVID pandemic significantly increased youth (ages 16-24) unemployment. The July 2023 employment figure of 55% remains below its level of 56.2% in July 2019. Moreover, it is important to note that Asian American and Pacific Islander youth have the lowest rates of youth employment nationwide.²

The potential impact of paid internships for youth is clearly described in several examples of academic research. One journal article highlights the benefits of internships, including the “application of experiential learning” to promote a greater understanding of their chosen field and increased confidence in entering the workforce or attaining postsecondary education.³ Furthermore, employers reported that an applicant having experience, such as through an internship, was the most important factor when considering a decision to hire someone; with data supporting this assumption, showing that internship experience can increase the likelihood of an interview by more than 14%.⁴ Additionally, paid internships add significant value to the internship experience. A study done by the National Association of Colleges and Employers shows that 72% of companies offer interns full-time employment nationally, with nearly 80% of those interns accepting those offers and more than 75% still employed there one year later, compared with just 51.5% of employees who didn’t take part in an internship.⁵ Paid internships show clear linkages with the overall success of the economy and labor market stability, as well as providing direct benefits to youth by increasing equity and access to students who may have not been able to work for employers for free due to their cost and benefit analysis.

This bill will create greater opportunities for local students by encouraging and enabling more employers to offer paid internships through official programs. This capacity is critical, especially for small and medium-sized employers and minority-owned businesses with limited capacity. This has a direct impact on developing Hawaii’s future workforce by diversifying the pool for potential employers, thereby better responding to student interest.

We also note that we are unaware of any state or federal law that prohibits students from receiving course credits and compensation simultaneously for their internships, as institutions set their policies accordingly.

² <https://www.epi.org/blog/class-of-2023-young-adults-are-graduating-into-a-strong-labor-market/>

³ <https://www.mathematica.org/dataviz/youth-unemployment-tracker>

⁴ College Major, Internship Experience, and Employment Opportunities: Estimates From a résumé Audit’ John M. Nunley a,1 , Adam Pugh a,2 , Nicholas Romero b,3 , R. Alan Seals Jr. c,

⁵ <https://www.forbes.com/sites/svanderziel/2023/07/27/paid-internships-are-vital-to-student-and-employer-success/?sh=25c0d49d4bed>

HawaiiKidsCAN recognizes the financial investment required to implement this bill, but finds the long-term benefits for our future workforce and economy far outweigh the costs. These grants will directly stimulate the Hawaii economy, and are a literal investment in the success of our youth.

Mahalo for your consideration,

David Miyashiro
 Founding Executive Director
 HawaiiKidsCAN

Co-signers



Name	Zip code	Organization
Phaedra Robinson, Ph.D.	96734	RAI Hawai'i
Erica Nakanishi-Stanis	96822	
Anne Weber-Yarbrough	96819	
Keala Peters	96821	Chamber of Commerce Hawaii
Matt Stevens	96755	Hawai'i Workforce Funders Collaborative
Lord Ryan Lizardo	96813	
Piikea Kalakau-Baarde	96813	Teach for America Hawai'i
Gary Namm	33744	Namm Foundation
Dyson Chee	96814	
Noel Nichols	96762	
Shannon Davies	96754	
Kathleen Hassler	96817	
Jacqueline Sills	96743	

Lina Kikuta	96821	
Ann Herkes Keeler	86746	



P.O. Box 253, Kunia, Hawai'i 96759
Phone: (808) 848-2074; Fax: (808) 848-1921
e-mail info@hfbf.org; www.hfbf.org

February 13, 2024

HEARING BEFORE THE
HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS
HOUSE COMMITTEE ON JUDICIARY & HAWAIIAN AFFAIRS

TESTIMONY ON HB 1654, HD1
RELATING TO EDUCATION

Conference Room 309 & Videoconference
9:30 AM

Aloha Chairs Matayoshi and Tarnas, Vice-Chairs Garrett and Takayama, and Members of the Committees:

I am Brian Miyamoto, Executive Director of the Hawai'i Farm Bureau (HFB). Organized since 1948, the HFB is comprised of 1,800 farm family members statewide and serves as Hawai'i's voice of agriculture to protect, advocate, and advance the social, economic, and educational interests of our diverse agricultural community.

The Hawai'i Farm Bureau supports HB 1654, HD1, which establishes the qualified internship grant program within the Department of Education to provide grants to businesses and organizations that employ qualified interns participating in work-based learning through a qualified internship program.

Hawai'i's farmers and ranchers are aging. The average age of Hawai'i's farmers and ranchers exceeds 60 years old, and if they were in other professions would most likely be retired. Yet many of these farmers and ranchers are those who provide agricultural products to supermarkets, restaurants, hotels, farmers' markets, and the Farm to School program and truly make a difference in reducing imports.

Multigenerational commercial farms and ranches are facing the prospect of closure because succession plans do not exist. As these farmers and ranchers retire, their lands go out of agricultural production. There is an urgent need for interns or apprentices who are willing to not only work on these farms but also take over their operations.

The Qualified Internship Grant Program will incentivize and assist small farm train the next generation of new farmers who are interested in developing the skills and knowledge needed to be successful agriculture businesses.

Thank you for the opportunity to testify on this important matter.

Written Statement of
Steven Golden
Vice President – External Affairs

BEFORE THE HOUSE COMMITTEE ON LABOR & GOVERNMENT OPERATIONS
February 13, 2024 – 9:30 AM
Conference Room 3099, Hawai'i State Capitol & Videoconference

SUPPORT FOR:
H.B. 1654, H.D. 1 – RELATING TO QUALIFIED INTERNSHIPS GRANT PROGRAM

To: Rep. Scot Matayoshi, Chair
Rep. Andrew Garrett, Vice Chair
Members of the Committee on Labor & Government Operations

Re: **Testimony providing support for HB 1654, HD1**

Aloha Honorable Chair, Vice-Chair, and Committee Members:

Thank you for the opportunity to submit written support for HB 1654 HD1, which would establish a qualified internship grant program, administered by the Hawaii Department of Education, for employers that employ qualified interns in work-based learning programs.

Hawaiian Telcom supports this initiative to provide workplace incentives that help public school students develop their careers and workforce skills. A skilled and trained workforce is critical for technology companies like ours to service customers that rely on high-speed fiber optic broadband for commerce, telework, telemedicine and education. Grant-based internships are a win-win to incentivize employers to establish internship programs and to provide more opportunities for students to build workforce skills and develop career pathways.

Hawaiian Telcom appreciates the opportunity to offer support for HB 1654 HD1, and respectfully urges your Committee's passage of this legislation.



**Testimony to the House Committee Labor and Government Operations
And
The House Committee on Judiciary and Hawaiian Affairs**

Tuesday, February 13, 2024

9:30 A.M.

**Video Conference
Conference Room 309**

HB 1654 HD1: RELATING TO QUALIFIED INTERNSHIPS TAX CREDIT

Chairs Matayoshi and Tarnas, Vice Chairs Garrett and Takayama and Members of the House Committee on Labor and Government Operations and House Committee on Judiciary and Hawaii Affairs:

My name is Gary Kai and I am the Executive Director of the Hawaii Business Roundtable. The Hawaii Business Roundtable supports House Bill 1654 HD1 which establishes a Qualified Internship Grant Program within the Hawaii State Department of Education. This initiative seeks to provide grants to businesses and organizations that employ qualified interns participating in work-based learning through a qualified internship program. The HBR wholeheartedly supports the concept and intent of this program, we look forward to the finalization of key details within the proposed House Bill 1654 HD1

The Hawai'i Business Roundtable is a statewide organization made up of Chief Executive Officers of many of the largest companies in Hawaii. While it is made up of business leaders, the Hawaii Business Roundtable is a community organization focused on broad community issues. It partners with government, private, nonprofit and other community organizations in building a stronger future for Hawaii and its keiki.

The HBR supports work-based learning opportunities for students across the state. Equitable access to work-based learning opportunities provides all students the means to obtain the experience and develop the skills necessary to succeed in the workforce. This will enable students to secure high-demand, high-wage jobs and positively contribute to Hawaii's economy.

However, as we lend our support to this initiative, it is imperative that we carefully consider the specifics of its implementation. The success of any grant program hinges upon the allocation of resources in a manner that maximizes impact and ensures equitable access for all stakeholders. The proposed framework of the Qualified Internship Grant Program, should take into account factors such as the number of participants eligible for grants, the criteria for qualification, the amount of funding allocated per internship, and mechanisms for accountability and oversight.

Internships serve as invaluable opportunities for students to bridge the gap between academic knowledge and real-world application. By engaging in work-based learning experiences, students not only gain practical skills but also develop essential professional competencies that prepare them for the demands of the modern workforce. However, the success of internship programs is contingent upon meaningful partnerships between educational institutions and businesses. However, in light of the financial constraints facing businesses and organizations, it is essential to strike a balance between incentivizing their participation in the program and mitigating potential burdens on their resources.

We look forward to working with the Legislature and the Hawaii State Department of Education to ensure that this program serves as a catalyst for innovation, opportunity, and economic prosperity in Hawaii. Thank you for your attention to this critical issue.

Gary K. Kai, Executive Director
Hawaii Business Roundtable



Chamber of Commerce HAWAII

The Voice of Business

Testimony to the House Committee on Labor and Government Operations

Tuesday, February 13, 2024, at 9:30AM

Conference Room 309

LATE

RE: HB1654 HD1 Relating to Qualified Internship Grant Program

Aloha Chair Matayoshi, Vice Chair Garrett, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **supports HB1654 HD1**, which establishes a qualified internship grant program to be administered by a non-profit organization and provided to employers of qualified interns, thereby enabling interns to participate in work-based learning, gain applicable work experience, and contribute to Hawaii's workforce while incentivizing the employer. The Chamber appreciates and supports the clarifying amendments applied to the original version of this bill.

The Chamber emphasizes this measure would perpetuate the effective partnerships between Hawaii public schools and Hawaii employers to strengthen our local talent pipeline and support workforce retention while increasing workforce equitability across our in-demand industries.

Throughout the duration of the interim and beyond, The Chamber has collaborated through a working group consisting of private sector leaders, education non-profits such as HawaiiKidsCAN, DOE, Kamehameha Schools, and other community groups to identify the best way to advance work-based-learning and career pathways for high school students while benefiting the employer. Without critical assistance to support work-based learning experiences, many employers, especially small- to medium sized companies, may lack the resources necessary to hire and sustain student interns and provide for them the valuable work experience prerequisites sought.

At the Chamber, our Education and Workforce Development Department brings together leaders of in-demand industries and educators to address our workforce shortage while strengthening our local talent pipeline. Advancing work-based-learning through work-based internship opportunities such as the one provided by HB1654 HD1 is unanimously identified as a positive. However, we need more private-sector partnership at the table to employ prospective qualified interns. The incentive provided for companies to offer such work-based learning opportunities for interns will increase the capacity for such companies and capacitate a win-win for our future workforce and our current industries both.

Comparatively, at least 30 U.S. States and territories offer incentives to businesses hiring interns or apprentices, and that list is growing every year. Moreover, a 2019 survey of internship programs by the National Association of Colleges and Employers found that 70% of interns



Chamber of Commerce HAWAII

The Voice of Business

received a job offer after the conclusion of their program. Internships provide clear paths to stable, well-paying jobs.

There is a cost associated with businesses taking on new interns, and it takes resources and time to get a new intern up to speed, as other employees take time out of their day for teaching and mentoring. This translates to real costs, meaning internships are unsustainable to take on and offer for many small businesses.

This incentive will also enable high school students to gain valuable experience in their chosen field. Internships can provide students with the opportunity to develop a deeper understanding of their field of interest, as well as gain important professional skills such as communication, problem solving, and collaboration. The experience gained from an internship can be invaluable for a student's career prospects as the student graduates and enters the workforce as an adult.

HB 1654 HD1, if passed, will help to bridge the gap between the education system and the job market. By providing real-world experiences to high school students, employers can help to create a more well-rounded and educated workforce.

This bill is mutually beneficial for students and employers alike. Boosting opportunities in students' fields of study will create thousands of new positions that some students might not be able to find otherwise, while simultaneously providing businesses with promising, driven young adults who are ready and willing to work but only lack the opportunity to do so.

The Chamber of Commerce Hawaii firmly considers this grant program an investment in Hawaii's future. We are committed to supporting employers and their employees who are willing to invest in the development of our students and are confident this grant program will help to create a brighter future for our state.

The Chamber is Hawaii's leading statewide business advocacy organization, representing about 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

Thank you for this opportunity to testify.

HB-1654-HD-1

Submitted on: 2/12/2024 8:59:47 AM

Testimony for LGO on 2/13/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Cooper Lee	Individual	Support	Written Testimony Only

Comments:

Cooper Lee

Honolulu, Hawaii, 96825

Dear Representatives,

I support HB1768 which relates to family leave because I think it is important for everyone dealing with family problems. This bill helps families who can't afford to take work off to take care of a family matter. I believe passing this bill would mean a lot for the people who are struggling financially. So I think if you pass this bill it would help a lot of people in a good way. Thank you for your attention on this matter. And I appreciate your dedication for the well-being of this community.

Sincerely, Cooper Lee

HB-1654-HD-1

Submitted on: 2/12/2024 11:14:15 AM

Testimony for LGO on 2/13/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Alan S. Hayashi	Individual	Support	Written Testimony Only

Comments:

Support both HB1654 and SB2975

HB-1654-HD-1

Submitted on: 2/12/2024 12:27:35 PM

Testimony for LGO on 2/13/2024 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Dara Carlin, M.A.	Individual	Support	Written Testimony Only

Comments:

Stand in SUPPORT