

JAN 16 2025

A BILL FOR AN ACT

RELATING TO EDUCATION.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that one of the main
2 goals of the department of education's public education 2023-
3 2029 strategic plan is to have "all students graduate high
4 school prepared for college and career success and community and
5 civic engagement." As part of this goal, an action item in the
6 strategic plan includes "expand[ing] students' opportunities for
7 structured work-based learning experiences, including
8 internships for high school students, through partnerships with
9 employers, community partners, military and higher education
10 institutions."

11 To achieve the goals set forth in the strategic plan, the
12 department of education is actively pursuing internships and
13 work-based learning opportunities for students, including
14 graduating high school students. However, once students
15 graduate from high school, they are no longer considered a
16 student and are not covered for workers' compensation while they
17 are participating in a department-sponsored work-based learning



1 opportunity during the summer following graduation. Because
2 work-based learning opportunities provide critical experience
3 for students before college or other professional opportunities,
4 expansion of workers' compensation is needed to ensure the
5 safety of students or recent graduates.

6 Therefore, the purpose of this Act is to allow newly
7 graduated former students to be eligible for workers'
8 compensation coverage during the summer following their high
9 school graduation while participating in work-based learning
10 programs sponsored by the department of education.

11 SECTION 2. Section 302A-430, Hawaii Revised Statutes, is
12 amended to read as follows:

13 **"§302A-430 Coverage for workers' compensation.** Whenever a
14 student or a new high school graduate participating in a school-
15 approved work-based learning program sponsored by the department
16 [~~of education~~], or a student participating in a school-approved
17 work-based learning program sponsored by the University of
18 Hawaii, undertakes to perform work for a private or public
19 employer as part of the student's or new high school graduate's
20 work-based learning program, whether paid or unpaid, the State
21 shall be deemed to be the responsible employer for the purposes



1 of workers' compensation coverage[7]; provided that no coverage
2 under this section shall be provided beyond July 31 of the
3 student's or the new high school graduate's high school
4 graduation year, and that coverage shall be the student's or the
5 new high school graduate's exclusive remedy to the same extent
6 as provided for in chapter 386 as against the State and the
7 private employer participating in the program."

8 SECTION 3. Statutory material to be repealed is bracketed
9 and stricken. New statutory material is underscored.

10 SECTION 4. This Act shall take effect upon its approval.

11

INTRODUCED BY: Michelle D. Kedane



S.B. NO. 420

Report Title:

DOE; Workers' Compensation; Work-Based Internships; Recent Graduates

Description:

Allows newly graduated high school students to be eligible for workers' compensation coverage during the summer following their high school graduation while participating in Department of Education-sponsored work-based learning programs.

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