



**UNIVERSITY OF HAWAII SYSTEM**

**‘ŌNAEHANA KULANUI O HAWAII**

Legislative Testimony

Hō'ike Mana'o I Mua O Ka 'Aha'ōlelo

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Testimony Presented Before the  
Senate Committee on Ways and Means  
Tuesday, April 1, 2025, at 10:01 a.m.

By

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

HB 430 HD2 SD1 – RELATING TO INTERNSHIPS

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

Thank you for the opportunity to testify in support of HB 430 HD2 SD1, relating to internships. The University of Hawai'i (UH) supports and appreciates the desire to expand work-based learning while enabling Hawai'i's youth to 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 prior 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  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

April 1, 2025

To: The Honorable Donovan M. Dela Cruz, Chair,  
The Honorable Sharon Y. Moriwaki, Vice Chair, and  
Members of the Senate Committee on Ways and Means

Date: Tuesday, April 1, 2025  
Time: 10:01 a.m.  
Place: Conference Room 211, State Capitol

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

**Re: H.B. 430 HD2 SD1 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 HD2 SD1 creates three 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.

This measure also appropriates funds for State support to bolster federally funded Workforce Innovation and Opportunity Act (WIOA) work-based training, which comports with the intent of HRS Chapter 394 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 HRS 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 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 if 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 the level of federal WIOA funds available currently in light of the budget situation at the national level as well as the potential of reductions in the future.

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.



**TESTIMONY IN SUPPORT OF HB430 HD2 SD1**  
**RELATING TO INTERNSHIPS**  
Senate Committee on Ways and Means

April 1, 2025                      10:01 a.m.                      Room 211  
Aloha e Chair Dela Cruz, Vice Chair Moriwaki and members of the committee:

The Office of Hawaiian Affairs (OHA) submits this testimony in **SUPPORT of HB430 HD2, SD1** which would allow Department of Labor and Industrial Relations to expand on contracts with eligible private-sector employers or registered apprenticeship programs to provide on-the-job training work experience. Designating the State as the responsible employer for workers compensation coverage for students and recent graduates in apprenticeship programs.

**OHA's own strategic directions align with the purpose of this bill which seeks to engage in strategies to enhance the economic development and financial empowerment of the lāhui and Hawai'i.** This measure will support local businesses and Hawaii's workforce by diversifying the workforce. Providing paid apprenticeships will lead to greater access, opportunity, and success for students participating. This helps to fill critical roles throughout the employment landscape and lead to possible long-term employment for kamaaina.

**Increasing the maximum work hours for students allows for more gainful employment opportunities.** Requiring employers to consult with the Department of Education for intern's support services is vital in bridging the students experience to the world of work. Strengthening the availability of funding and protections for apprenticeships assures greater participant diversity and enhances the overall quality and productivity of the workforce. Hawaii's economy will benefit from this initiative.

**This initiative is in line with OHA's mission to improve the conditions of Native Hawaiians and ensure economic opportunities.** It reflects our commitment to advancing the well-being of our beneficiaries and the broader community.

OHA appreciates the opportunity to share our mana'o and urges the committee to **PASS HB430 HD2, SD1**. Mahalo nui loa.



**STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII'  
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

April 1, 2025

The Honorable Senator Donovan M. Dela Cruz, Chair  
Senate Committee on Ways and Means  
The Thirty-Third Legislature  
State Capitol  
State of Hawai'i  
Honolulu, Hawai'i 96813

Dear Senator Dela Cruz, and Committee Members:

**SUBJECT: HB430 HD2 SD1 Relating to Internships**

The Hawai'i State Council on Developmental Disabilities **supports HB430 HD2 SD1**, which seeks to establish an on-the-job training program administered by the Department of Labor and Industrial Relations (DLIR). This program will provide invaluable opportunities for students and recent graduates to gain hands-on experience and develop career pathways in high-demand fields, including disability services.

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

This measure 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 **support of HB430 HD2 SD1**.

Sincerely,

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

Daintry Bartoldus  
Executive Administrator



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

**Date:** 04/01/2025

**Time:** 10:01 AM

**Location:** CR 211 & Videoconference

**Committee:** Senate Ways and Means

**Department:** Education

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

**Bill Title:** HB 0430, HD2, SD1 RELATING TO INTERNSHIPS.

**Purpose of Bill:** Authorizes 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 annual reports to the Legislature. Requires the Department of Labor and Industrial Relations to collaborate with the Department of Human Resources Development for placement of interns in state executive branch departments, agencies, and programs. 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 7/1/2050. (SD1)

**Department's Position:**

The Hawaii State Department of Education (Department) supports HB 430, HD2, SD 1, 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 and to better coordinate internships within state agencies. The Department appreciates the support for paid student internships in both the private and public sectors, which will increase access to work-based learning opportunities for Department 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 respectfully requests that a portion of the proposed funding to support the on-the-job training work experience program be dedicated for internships for Department high school students. As a result of the 2022 Legislative Session, the Legislature funds 30 full-time equivalent (FTE) positions for internships for Department high school students as part of DLIR's Hele Imua Internship Program. For School Year

2024-2025, we were able to provide internship opportunities for 274 high school students. The Department respectfully requests an increase in the number of equivalent positions to 90 FTE for public and private sector internships. The Department would also like to work directly with the other state agencies and private sector businesses to coordinate DLIR-funded internships for Department high school students to ensure alignment with students' interests and Career and Technical Education programs of study and to ensure compliance with regulations related to working with minors.

HB 430, HD2, SD 1, 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. 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.



**Testimony to the Senate Committee on Ways and Means  
Tuesday, April 1, 2025; 10:01 a.m.  
State Capitol, Conference Room 221  
Via Videoconference**

**RE: HOUSE BILL NO. 0430, HOUSE DRAFT 2, SENATE DRAFT 1, RELATING TO INTERNSHIPS.**

Chair Dela Cruz, Vice Chair Moriwaki, 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 2, Senate 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, 2050.

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.



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@hawaiiipca.net](mailto:eabe@hawaiiipca.net).

Tuesday, April 1, 2025 at 10:01 AM  
Conference Room 211 & Video Conference

**Senate Committee on Ways and Means**

To: Senator Donovan Dela Cruz, Chair  
Senator Sharon Moriwaki, Vice Chair

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

**Re: HB 430, HD2, SD1 – Testimony In Support  
Relating to Internships**

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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, HD2, SD1 which authorize the Department of Labor and Industrial Relations to enter into contracts with eligible employers or registered apprenticeship programs in the private sector to provide Hawai'i's school and college-aged students with valuable work experience through eligible internships in the state executive branch departments, agencies and programs.

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 Presented Before the  
Senate Committee on Ways and Means  
Tuesday, April 1, 2025, at 10:01 AM  
By  
Stephen Schatz, Executive Director  
Hawai'i P-20 Partnerships for Education

## HB 430 HD 2 SD 1 – RELATING INTERNSHIPS

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

Thank you for the opportunity to testify on HB 430 HD 2 SD 1 relating to internships.

Hawai'i P-20 Partnerships for Education (Hawai'i P-20) supports HB 430 HD 2 SD 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 2 SD 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.



March 29, 2025

Senator Donovan Dela Cruz, Chair  
Committee on Ways and Means  
Senate  
Hawaii State Legislature

**Support of Bill HB430 HD2 SD1**

Dear Chair Dela Cruz and Members of the Committee on Ways and Means,

Thank you for the opportunity to provide our testimony in support of HB430 HD2 SD1.

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 HD2 SD1.

Sincerely,

A handwritten signature in dark ink, reading "Stephanie P. Donoho". The signature is fluid and cursive, with the first name being the most prominent.

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 State Senate Committee on Ways and Means

Tuesday, April 1, 2025, at 10:01 am  
Conference Room 211 & Videoconference  
Hawai'i State Capitol

### **HB430 HD2 SD1 Relating to Internships**

Good morning, Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Senate Committee on Ways and Means.

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 HD2 SD1** 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 HB430 HD2 SD1. Thank you.



**Testimony to the Senate Committee on Ways and Means  
Senator Donovan M. Dela Cruz, Chair  
Senator Sharon Y. Moriwaki, Vice Chair**

**Tuesday, April 1, 2025, at 10:01AM  
Conference Room 211 & Videoconference**

**RE: HB430 HD2 SD1 Relating to Internships**

Aloha e Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee:

My name is Sherry Menor, President and CEO of the Chamber of Commerce Hawaii ("The Chamber"). The Chamber supports House Bill 430 House Draft 2 Senate Draft 1 (HB430 HD2 SD1), which authorizes 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 annual reports to the Legislature. Requires the Department of Labor and Industrial Relations to collaborate with the Department of Human Resources Development for placement of interns in state executive branch departments, agencies, and programs. 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.

HB430 HD2 SD1 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 requires more robust internship programs to foster student development and workforce readiness, especially in high-demand fields such as building and construction. This legislation addresses that gap by establishing an on-the-job training work experience program under the Department of Labor and Industrial Relations, providing meaningful opportunities for hands-on learning and direct connections with potential employers. Through state-funded placements in both public and private sectors, high school and college students can develop essential skills, strengthen their professional networks, and explore various career pathways. By fostering public-private partnerships, easing the entry process for new workers, and enhancing overall job preparedness, the measure encourages the kind of skill-building that benefits both Hawaii's businesses and its broader economy. The Chamber supports this initiative because it promotes a stronger, more adaptable workforce and helps secure the State's long-term economic vitality.

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 House Bill 430 House Draft 2 Senate Draft 1. Thank you for the opportunity to testify



March 31, 2025

State of Hawai'i, Senate  
Ways and Means Committee  
Re: HB 430, HD2, SD1 – Relating to Internships

Dear Chair Dela Cruz,

I am writing on behalf of the Hawaiian Lifeguard Association (HLA), a statewide Hawai'i nonprofit organization dedicated to promoting water safety education for professional lifeguards and communities. We are writing to express our strong support for HB 430.

**Board of Directors**

Kalani Vierra  
President

Ricky Alvarez  
Vice President

Bridget Velasco  
Secretary

Chantal Zarbaugh  
Treasurer

Directors  
Zach Edlao  
Darwin Okinaka  
Cary Kayama  
Jon Kaneshina  
Bradley Young  
Kleve Zarbaugh  
Kurt Lager  
Clark Abbey  
Kekaulike Kealoha

Kirsten Hermstad  
Executive Director

**Ex Officio Legends**

Ralph Goto  
Brian Keaulana  
Archie Kalepa  
Mark Cunningham

The HLA developed the first Junior Lifeguard internship program in the state of Hawai'i, with our inaugural cohort of interns completing the program on Kaua'i on March 21, 2025. This program, a collaboration between the Hawaiian Lifeguard Association and the County of Kaua'i Ocean Safety Bureau, exceeded our expectations and will be implemented statewide over the next year.

The youth in the program performed with skill, and dedication. We cannot wait to watch them grow and serve our communities in the future.

While the HLA is committed to funding this program through private donations and grants, along with support from the Counties, HB 430 would significantly enhance our capacity to reach more youth.

Every participant in this program receives CPR and AED training, along with water rescue and first aid training, equipping them with the skills necessary to save lives. They are also able to share this knowledge within their families. Additionally, the program helps create a pipeline of qualified lifeguards, which assists in filling vacant positions.

The Hawaiian Lifeguard Association fully supports HB 430 because it aligns with our mission to promote water safety and provide positive opportunities for our youth.

We urge you to support this bill and help us create a safer and more connected community for our youth.

Thank you for your time and consideration.

Sincerely,

Kirsten Hermstad  
Executive Director  
Hawaiian Lifeguard Association

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).

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).





**Hawai'i Forest Industry Association**

7192 Kalaniana'ole Hwy  
Suite A-143A, #249  
Honolulu, HI 96825  
Phone: 808/933/9411  
Email: hfia@hawaiiiforest.org

**LATE**

**Date:** 03/31/25

**TO:** WAM Chair Dela Cruz and WAM Committee Members

**FROM:** Hawai'i Forest Industry Association (HFIA)

**SUBJECT:** In Support of HB430 HD2 SD1 Relating to Internships

Dear Dela Cruz and WAM Committee Members,

On behalf of the Directors and members of the Hawai'i Forest Industry Association (HFIA), please support HB430 HD2 SD1 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 HD2 SD1.

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



**MAUI**  
CHAMBER OF COMMERCE  
**VOICE OF BUSINESS**

**HEARING BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS  
HAWAII STATE CAPITOL, SENATE CONFERENCE ROOM 211  
Tuesday, April 1, 2025 AT 10:01 A.M.**

To The Honorable Senator Donovan M. Dela Cruz, Chair  
The Honorable Senator Sharon Y. Moriwaki, Vice Chair  
Members of the committee on Ways and Means

**SUPPORT HB430 HD2 SD1 RELATING TO INTERNSHIPS**

The Maui Chamber of Commerce **SUPPORTS HB430 HD2 SD1** 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 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 HB430 HD2 SD1**.

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.



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TO: Committee on Ways and Means  
FROM: HAWAII FOOD INDUSTRY ASSOCIATION  
Lauren Zirbel, Executive Director

DATE: April 1, 2025  
TIME: 10:01am

RE: HB430 HD2 SD1 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.



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

*Senate Committee on Ways and Means  
HB430, HD2, SD1: Relating to Internships  
April 01, 2025*

Chair Dela Cruz, Vice Chair Moriwaki, and Members of the Committee,

On behalf of the Hawai'i Lodging & Tourism Association (HLTA), I am writing in strong support of HB430, H.D. 2, S.D. 1, which authorizes and appropriates funds for the Department of Labor and Industrial Relations (DLIR) to administer an on-the-job training and work experience program—expanding internship opportunities into the private sector through a cost-sharing model.

As the state's largest private-sector tourism organization HLTA is deeply committed to advancing workforce development initiatives that bridge the gap between education and employment for Hawai'i's youth. This bill aligns squarely with our mission to prepare the next generation of local workers through real-world, hands-on experiences.

We also want to commend Senator Dela Cruz for his tireless work in promoting workforce development in our state. We have had the opportunity to work with him directly on addressing these concerns, and he has truly been a champion in this realm. His leadership has been instrumental in advancing initiatives like this one that directly benefit Hawai'i's students and future workforce.

Over the years, HLTA has invested in a wide range of programs to support and grow our workforce pipeline, including:

- Generational Mentoring Program – In its 8th year, this program matches university students with seasoned visitor industry executives for six months of structured mentorship.
- Ho'oilina Scholarship – A partnership with HTA and community stakeholders, this full-ride, four-year scholarship supports DOE students pursuing tourism-related degrees at UH Mānoa.
- Visitor Industry High School Internship (VIHSI) Program – A pilot initiative launched with CNHA, DOE, and DLIR, this program provides paid internships for high school students in hotels, airlines, and transportation companies.

While the Legislature previously allocated funding to DLIR for internship programs, implementation within the private sector has been hindered by statutory limitations that restrict placements to

public agencies. As a result, students have been unable to access meaningful work experiences in industries that are central to Hawai'i's economy.

Recognizing this gap, HLTA took initiative by launching a privately funded high school internship program focused on hospitality, aviation, and ground transportation. The program was a resounding success—affirming the value of private-sector engagement in preparing youth for future careers while addressing workforce shortages.

HB430, HD2, SD1 builds upon this success by enabling public-private cost-sharing partnerships that will:

- Provide students with practical, career-relevant experiences in diverse, high-demand fields.
- Strengthen the workforce pipeline for key industries like construction, healthcare, and hospitality.
- Increase economic opportunity and resilience for Hawai'i residents.

We commend the Legislature for its forward-thinking approach to workforce development and urge your continued support in passing this measure. It is a critical step toward creating a more robust and inclusive internship ecosystem in our state.

Mahalo for the opportunity to testify.

**HB-430-SD-1**

Submitted on: 3/31/2025 2:35:23 PM

Testimony for WAM on 4/1/2025 10:01:00 AM

Submitted By	Organization	Testifier Position	Testify
James Labrie	Individual	Support	Written Testimony Only

Comments:

**Hi my name is James LaBrie and I am in strong support of HB430 HD2 SD1 because I feel internships would be useful for the Department of Labor Industrial Relations to help individuals with disabilities and those who intern better understand disabilities.**