



General Assembly

Amendment

February Session, 2026

LCO No. 4357



Offered by:
REP. HADDAD, 54th Dist.

To: Subst. House Bill No. 5478

File No. 391

Cal. No. 278

"AN ACT SUPPORTING "LEARN AND EARN" INTERNSHIP OPPORTUNITIES."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective July 1, 2026*) (a) The Board of Trustees of
4 The University of Connecticut and the Board of Regents for Higher
5 Education shall jointly (1) not later than October 1, 2026, identify
6 qualities and best practices of an internship program that would qualify
7 such internship program as a high quality internship program, which
8 qualities shall include, but need not be limited to, not fewer than six of
9 the eight career readiness competencies established by the National
10 Association of Colleges and Employers, as determined by said boards,
11 and (2) not later than January 1, 2027, design a syllabus for an
12 asynchronous online training course for employers using the qualities
13 and best practices identified pursuant to subdivision (1) of this
14 subsection that would enable such employers to offer a high quality
15 internship program.

16 (b) Each board shall post in a conspicuous location on its Internet web
17 site (1) the qualities and best practices identified pursuant to subdivision
18 (1) of subsection (a) of this section, and (2) a link to the Internet web site
19 by which an employer may register for the training course to offer high
20 quality internship programs pursuant to section 2 of this act.

21 Sec. 2. (NEW) (*Effective January 1, 2027*) (a) Not later than July 1, 2027,
22 the Board of Regents for Higher Education shall develop and offer an
23 asynchronous online training course for employers to offer high quality
24 internship programs based on the syllabus designed pursuant to
25 subdivision (2) of subsection (a) of section 1 of this act. Such course shall
26 be offered through Charter Oak State College and may be subject to a
27 course enrollment fee, as prescribed by said college. Said college shall
28 award a credential, as prescribed by said college, to any employer for
29 the successful completion of such course.

30 (b) Not later than July 1, 2028, and annually thereafter, the Board of
31 Regents for Higher Education shall report, in accordance with the
32 provisions of section 11-4a of the general statutes, to the joint standing
33 committee of the General Assembly having cognizance of matters
34 relating to higher education regarding the number of employers in the
35 state who received a credential during the prior fiscal year for the
36 successful completion of the training course offered pursuant to
37 subsection (a) of this section.

38 Sec. 3. (*Effective July 1, 2026*) Not later than January 1, 2027, each
39 institution of higher education in the state shall submit a report, in
40 accordance with the provisions of section 11-4a of the general statutes,
41 to the joint standing committee of the General Assembly having
42 cognizance of matters relating to higher education. Such report shall
43 include a description of each internship opportunity available to
44 students enrolled at such institution through such institution's career
45 services that shall include, but need not be limited to, the type of
46 employer that offers the internship, the quality measures the institution
47 utilizes to ensure that each internship provides a valuable experience to
48 students and any other relevant information.

49 Sec. 4. (*Effective July 1, 2026*) (a) The Department of Administrative
50 Services shall conduct a survey of each state agency, except a constituent
51 unit of the state system of higher education, concerning the internship
52 programs offered by such state agency. Such survey shall include, but
53 need not be limited to, whether each internship that is available through
54 each internship program offered by each state agency (1) is paid, and (2)
55 meets the qualities and best practices, identified pursuant to subdivision
56 (1) of subsection (a) of section 1 of this act, of a high quality internship
57 program.

58 (b) Not later than February 1, 2027, the Department of Administrative
59 Services shall submit, in accordance with the provisions of section 11-4a
60 of the general statutes, to the joint standing committee of the General
61 Assembly having cognizance of matters relating to higher education
62 and employment advancement a report on the results of the survey
63 conducted pursuant to subsection (a) of this section.

64 Sec. 5. (*Effective October 1, 2026*) (a) The Department of Revenue
65 Services, in consultation with the Office of Policy Management, shall
66 study the expansion of the human capital investment tax credit
67 established pursuant to section 12-217x of the general statutes. Such
68 study shall include, but need not be limited to, the revenue impact from
69 (1) the expansion of the tax credit to include compensation paid to
70 interns by employers in the state who earned a credential from Charter
71 Oak State College for the successful completion of the training course
72 on high quality internship programs offered pursuant to the provisions
73 of section 2 of this act, and (2) the inclusion of an affected business entity,
74 as defined in section 12-284b of the general statutes, to receive such tax
75 credit solely for compensation paid to interns, and not any other
76 expense that qualifies as a human capital investment, as defined in
77 section 12-217x of the general statutes, if such affected business entity
78 receives such credential from Charter Oak State College.

79 (b) Not later than January 1, 2028, the Department of Revenue
80 Services shall submit, in accordance with the provisions of section 11-4a
81 of the general statutes, to the joint standing committee of the General

82 Assembly having cognizance of matters relating to higher education
83 and employment advancement a report on the results of the study
84 conducted pursuant to the provisions of subsection (a) of this section."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2026</i>	New section
Sec. 2	<i>January 1, 2027</i>	New section
Sec. 3	<i>July 1, 2026</i>	New section
Sec. 4	<i>July 1, 2026</i>	New section
Sec. 5	<i>October 1, 2026</i>	New section