

1 HOUSE BILL 528

2 **57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

3 INTRODUCED BY

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10 AN ACT

11 RELATING TO INTERNSHIPS; CREATING THE HIGH SCHOOL INTERNSHIP
12 GRANT PROGRAM; CREATING THE HIGH SCHOOL INTERNSHIP GRANT
13 PROGRAM FUND; MAKING APPROPRIATIONS.

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15 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

16 SECTION 1. [NEW MATERIAL] HIGH SCHOOL INTERNSHIP GRANT
17 PROGRAM--ELIGIBILITY--AWARDS--DUTIES.--

18 A. The "high school internship grant program" is
19 created in the department to approve qualified internship
20 programs and qualified host organizations and to award matching
21 funds to provide paid internship opportunities for high school
22 students in New Mexico.

23 B. A host organization seeking to provide a paid
24 internship position for a high school student shall apply to
25 the department in the manner and on the forms required by the

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1 department. To become a qualified host organization, a host
2 organization shall:

3 (1) provide basic information regarding the
4 host organization, including the industry, occupations of
5 focus, size of the organization, locations at which interns
6 shall be placed and other information requested by the
7 department;

8 (2) agree to provide a monetary contribution
9 toward the cost of the internship, the exact amount of which
10 shall be determined by the department based on the host
11 organization size and ability to pay;

12 (3) meet all readiness criteria, as
13 established by the department in collaboration with the bureau;
14 and

15 (4) provide a list of available internship
16 positions with essential tasks for the intern, hard and soft
17 skills to be developed, intern work schedule and traits and
18 interests of ideal candidates.

19 C. An internship program seeking to participate in
20 the high school internship grant program as a qualified
21 internship program shall apply to the department in the manner
22 and on the forms required by the department. To become a
23 qualified internship program, an internship program shall:

24 (1) provide basic information regarding the
25 internship program, including the industries and occupations of

1 focus, locations at which interns shall be placed, qualified
2 host organizations with which the internship program plans to
3 partner and prior experience in administering internships;

4 (2) describe the programmatic elements that
5 support interns, including classes, financial literacy
6 training, coaching, career counseling, equipment, supplies,
7 transportation, support services or other services; and

8 (3) describe the payment structure for
9 internships that the internship program administers, including
10 the process for incorporating matching funds from the qualified
11 host organization.

12 D. Host organizations and internship programs shall
13 apply no less than annually to be qualified by the department.
14 The department may terminate qualified status for violations of
15 this section and in accordance with department rules.

16 E. The department shall award grants to qualified
17 internship programs to fund internships that are sponsored by
18 qualified host organizations and to help fund the costs of
19 administration. Prior to awarding a grant, the qualified
20 internship program shall enter into an agreement with the
21 department that details the program, program requirements and
22 the data that the qualified internship program shall provide in
23 order to evaluate key metrics, which shall include, at minimum,
24 completion rates, post-internship placement statistics, wages
25 or other amounts paid to interns, demographic information of

1 interns and qualified host organization satisfaction surveys.
2 The qualified internship program shall require all interns to
3 register with the department's online information system.

4 F. A qualified internship program shall be
5 responsible for placing interns with qualified host
6 organizations, accepting complaints from interns and host
7 organizations, arranging for payment of interns, accounting for
8 matching funds and reporting on regularly agreed-upon intervals
9 to the department.

10 G. The department, in consultation with the bureau,
11 shall promulgate rules necessary to administer the provisions
12 of this section.

13 H. By December 1 of each year, beginning in 2026,
14 the department shall report to the appropriate interim
15 legislative committee that deals with economic development.
16 The report shall include key metrics to evaluate the
17 effectiveness of the high school internship grant program
18 created pursuant to this section.

19 I. As used in this section:

- 20 (1) "bureau" means the college and career
21 readiness bureau of the public education department;
22 (2) "department" means the workforce solutions
23 department;
24 (3) "host organization" means a corporation, a
25 partnership, a limited liability company, a joint venture, a

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1 nonprofit organization or other similar legal entity qualified
2 to do business in New Mexico; a state agency; a federally
3 recognized Indian nation, tribe or pueblo or an agency thereof;
4 a federal agency; a municipality; a political subdivision of
5 the state; a school district; a tribal school district; a
6 state-chartered charter school; or an institution of higher
7 education; and

8 (4) "internship program" means a program that
9 recruits and manages internships for high school students that
10 is operated by a nonprofit organization, a school district, a
11 tribal school district, a state-chartered charter school, a
12 state agency, a federally recognized Indian nation, tribe or
13 pueblo or an agency thereof, a federal agency, a municipality,
14 a political subdivision of the state or an institution of
15 higher education.

16 SECTION 2. ~~[NEW MATERIAL]~~ HIGH SCHOOL INTERNSHIP GRANT
17 PROGRAM FUND.--The "high school internship grant program fund"
18 is created as a nonreverting fund in the state treasury. The
19 fund consists of distributions, appropriations, gifts, grants,
20 donations and income from investment of the fund. The
21 workforce solutions department shall administer the fund.
22 Money in the fund is appropriated to the workforce solutions
23 department to award grants for the high school internship grant
24 program and to administer the program pursuant to Section 1 of
25 this 2025 act. Expenditures from the fund shall be by warrant

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1 of the secretary of finance and administration pursuant to
2 vouchers signed by the secretary of workforce solutions or the
3 secretary's authorized representative.

4 **SECTION 3. APPROPRIATION.--**Ten million dollars
5 (\$10,000,000) is appropriated from the general fund to the high
6 school internship grant program fund for expenditure in fiscal
7 year 2026 and subsequent fiscal years for the purposes of the
8 fund. Any unexpended or unencumbered balance remaining at the
9 end of a fiscal year shall not revert to the general fund.