

STAND. COM. REP. NO.

1389

Honolulu, Hawaii

MAR 20 , 2025

RE: S.B. No. 1065
S.D. 2
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

Madame:

Your Committee on Labor, to which was referred S.B. No. 1065, S.D. 2, entitled:

"A BILL FOR AN ACT RELATING TO SKILLS-BASED HIRING,"

begs leave to report as follows:

The purpose of this measure is to prohibit the State, including its departments, agencies, or political subdivisions, from requiring a bachelor's degree as a qualification for a state or county position, unless the knowledge and skills required to perform job duties can only be obtained through the culmination of coursework in a bachelor's degree program.

Your Committee received testimony in support of this measure from the Department of Accounting and General Services; Grassroot Institute of Hawaii; and one individual. Your Committee received testimony in opposition to this measure from one individual. Your Committee received comments on this measure from the Department of Human Resources Development and Department of Budget and Finance.

Your Committee finds that while possessing a bachelor's degree in a relevant field is typically required for many state and county positions, as it demonstrates a foundational knowledge or skill that is necessary to be qualified for certain positions, it is not the only way in which that knowledge or skill can be

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learned or acquired. Your Committee also finds that some position descriptions allow other fields of study as acceptable substitutes. While these substitutes may be relevant to the subject matter, they may not be as directly applicable to the practical skills needed to perform job duties. Requiring a degree solely for the sake of having one does little to improve the State's ability to provide public service and risks excluding individuals who could otherwise be valuable contributors to the public sector. Your Committee believes that a history of successful employment, increased responsibilities, and relevant skills stands on its own merit, regardless of any degrees obtained. The prohibitions established under this measure will create a more diverse workforce, expand the applicant pool, and ultimately provide better opportunities for skilled applicants to be considered for a position they might not have qualified for otherwise.

Your Committee has amended this measure by:

- (1) Changing the effective date to July 1, 3000, to encourage further discussion; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of S.B. No. 1065, S.D. 2, as amended herein, and recommends that it pass Second Reading in the form attached hereto as S.B. No. 1065, S.D. 2, H.D. 1, and be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor,



JACKSON D. SAYLOR, Chair



State of Hawaii
House of Representatives
The Thirty-third Legislature

HSCR 1389

Record of Votes of the Committee on Labor

Bill/Resolution No.: SB 1065, SD2	Committee Referral: LAB, FIN	Date: 3/18/25
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The committee is reconsidering its previous decision on the measure.

The recommendation is to: Pass, unamended (as is) Pass, with amendments (HD) Hold
 Pass short form bill with HD to recommit for future public hearing (recommit)

LAB Members	Ayes	Ayes (WR)	Nays	Excused
1. SAYAMA, Jackson D. (C)	X			
2. LEE, Mike (VC)	X			
3. GARRETT, Andrew Takuya	X			
4. KAPELA, Jeanne	X			
5. KONG, Sam Satoru	X			
6. REYES ODA, Julie		X		
TOTAL (6)	5	1		

The recommendation is: Adopted Not Adopted
If joint referral, _____ did not support recommendation.
committee acronym(s)

Vice Chair's or designee's signature: _____

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