S.B. NO. 162

JAN 1 5 2025

A BILL FOR AN ACT

RELATING TO WORKFORCE DEVELOPMENT.

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

1	SECTION 1. The Hawaii Revised Statutes is amended by
2	adding a new chapter to be appropriately designated and to read
3	as follows:
4	"CHAPTER
5	HAWAII STATE FELLOWS PROGRAM
6	§ -1 Definitions. As used in this chapter:
7	"Department" means the department of human resources
8	development.
9	"Program" means the Hawaii state fellows program.
10	"State agency" means the executive, legislative, or
11	judicial branches of state government, including departments,
12	offices, divisions, or other agencies within the executive,
13	legislative, or judicial branches.
14	§ -2 Hawaii state fellows program; established. (a)
15	There is established within the department the Hawaii state
16	fellows program to match talented applicants with full-time,
17	paid fellowship roles in various state agencies for a period of



1 ten to eleven months to attract and retain government workers in
2 the State.

3 (b) The program shall include but not be limited to the4 following:

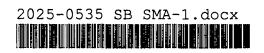
- 5 (1) Full-time, paid employment opportunities for eligible
 6 applicants to work on a broad range of public policy
 7 issues and projects within various state agencies for
 8 a period of ten to eleven months;
- 9 (2) Career and leadership skills development trainings,
 10 workshops, and seminars;
- 11 (3) A mentorship program structure; and
- 12 (4) Feedback and evaluation mechanisms to allow fellows,
- 13 participating state agencies, and other stakeholders
- 14 to assess the effectiveness of the program in
- 15 achieving its goals.

16 (c) The department, in consultation with the department of 17 labor and industrial relations, shall coordinate with state 18 agencies to:

19 (1) Establish full-time, paid fellowship roles to be20 offered through the program that offer professional

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1		development and hands-on experience in state
2		governance;
3	(2)	Establish administrative policies and procedures for
4		the implementation of the program and the integration
5		of fellowship roles into the state government
6		workflow;
7	(3)	Promote the program; and
8	(4)	Recruit eligible applicants.
9	(d)	The department shall adopt rules pursuant to
10	chapter 9	91 necessary for the purposes of this chapter.
11	S	-3 Hawaii state fellows program; minimum
11 12	_	-3 Hawaii state fellows program; minimum ations; preference. (a) To be eligible for the
	qualifica	
12	qualifica	ations; preference. (a) To be eligible for the applicants shall meet the following minimum
12 13	qualifica program, qualifica	ations; preference. (a) To be eligible for the applicants shall meet the following minimum
12 13 14	qualifica program, qualifica	ations; preference. (a) To be eligible for the applicants shall meet the following minimum ations:
12 13 14 15	qualifica program, qualifica (1)	ations; preference. (a) To be eligible for the applicants shall meet the following minimum ations: Completed a bachelor's degree by September 1 of the
12 13 14 15 16	qualifica program, qualifica (1)	ations; preference. (a) To be eligible for the applicants shall meet the following minimum ations: Completed a bachelor's degree by September 1 of the fellowship year;
12 13 14 15 16 17	qualifica program, qualifica (1)	Ations; preference. (a) To be eligible for the applicants shall meet the following minimum ations: Completed a bachelor's degree by September 1 of the fellowship year; Earned a cumulative undergraduate grade point average



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1	(3)	Be twenty years of age or older by September 1 of the
2		fellowship year;
3	(4)	Be capable and prepared for full-time employment; and
4	(5)	Be authorized to work in the United States for the
5		duration of the fellowship program;
6	provided	that an applicant who is not a United States citizen
7	shall pro	vide proof of appropriate immigration status. An
8	applicant	that requires a F-1 or J-1 work visa, or any work
9	permit re	quiring participation in the E-Verify employment
10	eligibili	ty verification system, shall not be eligible for the
11	program.	
12	(b)	To apply for the program, eligible applicants shall
13	submit:	
14	(1)	A completed online application;
15	(2)	A personal statement or policy statement that
16		addresses the applicant's commitment to serving the
17		State;
18	(3)	A resume;
19	(4)	The names of three individuals who will serve as
20		references;
21	(5)	A minimum of two letters of recommendation; and



1	(6) Transcripts from each college and university attended.
2	(c) The department shall give preference to eligible
3	program applicants that have:
4	(1) Pre-existing ties to the State; or
5	(2) A demonstrated commitment to long-term leadership in
6	the State."
7	SECTION 2. The department of human resources development
8	shall submit a report of its findings and recommendations,
9	including any proposed legislation, to the legislature no later
10	than twenty days prior to the convening of the regular session
11	of 2026 on the status and results of the Hawaii state fellows
12	program, including:
13	(1) The number of fellows that applied and participated in
14	the program;
15	(2) Key accomplishments of the program; and
16	(3) The budget and expenditures of the program.
17	SECTION 3. There is appropriated out of the general
18	revenues of the State of Hawaii the sum of \$ or so
19	much thereof as may be necessary for fiscal year 2025-2026 and
20	the same sum or so much thereof as may be necessary for fiscal
21	year 2026-2027 for the Hawaii state fellows program.



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The sums appropriated shall be expended by the department
 of human resources development for the purposes of this Act.
 SECTION 4. This Act shall take effect on July 1, 2025.





Report Title:

DHRD; DLIR; Workforce Development; State Agencies; Employment; Hawaii State Fellows Program; Report; Appropriations

Description:

Establishes the Hawaii State Fellows Program within the Department of Human Resources Development to match talented applicants with full-time, paid fellowship roles in various state agencies for a period of ten to eleven months. Establishes minimum qualifications and procedures for eligible applicants to apply to the program. Gives preference to eligible program applicants who have pre-existing ties to the State or a demonstrated commitment to long-term leadership in the State. Requires the Department of Human Resources Development, in consultation with the Department of Labor and Industrial Relations, to coordinate with state agencies to implement and promote the program. Requires a report to the Legislature. Appropriates funds.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

