

Honolulu, Hawaii

APR 25 2025

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

Honorable Ronald D. Kouchi
President of the Senate
Thirty-Third State Legislature
Regular Session of 2025
State of Hawaii

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

Sir and Madam:

Your Committee on Conference on the disagreeing vote of the Senate to the amendments proposed by the House of Representatives in S.B. No. 1065, S.D. 2, H.D. 1, entitled:

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

having met, and after full and free discussion, has agreed to recommend and does recommend to the respective Houses the final passage of this bill in an amended form.

The purpose of this measure is to:

- (1) Prohibit the State or any of its departments, agencies, or political subdivisions from requiring a bachelor's degree as a condition of eligibility for hire to a position in state or county employment; and
- (2) Establish exemptions.

Your Committee on Conference finds that the State currently faces a severe public service staffing shortage. Your Committee on Conference further finds that many state positions utilize degree



requirements to screen candidates, despite mounting evidence in support of the efficacy of skills-based hiring. For many public service positions, degree requirements exacerbate staffing shortages by excluding valuable potential candidates with applicable skills and experience. Therefore, this measure requires a shift to skills-based hiring, with certain exceptions, to modernize state hiring practices and diversify the workforce.

Your Committee on Conference has amended this measure by:

- (1) Making it effective upon its approval; and
- (2) Making technical, nonsubstantive amendments for the purposes of clarity and consistency.

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

Respectfully submitted on behalf
of the managers:

ON THE PART OF THE HOUSE



JACKSON D. SAYAMA
Co-Chair



MIKE LEE
Co-Chair

ON THE PART OF THE SENATE



HENRY J.C. AQUINO
Chair



ANGUS L.K. MCKELVEY
Co-Chair



CHRIS LEE
Co-Chair



Hawai'i State Legislature

Record of Votes of a
Conference Committee

CCR 145

Bill / Concurrent Resolution No.: SB 1065, SD 2, HD 1	Date/Time: 4/25/25 4:45PM
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The recommendation of the House and Senate managers is to pass with amendments (CD).

The Committee is reconsidering its previous decision.

<input type="checkbox"/> The recommendation of the Senate Manager(s) is to AGREE to the House amendments made to the Senate Measure	<input type="checkbox"/> The recommendation of the House Manager(s) is to AGREE to the Senate amendments made to the House Measure.
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Senate Managers	A	WR	N	E	House Managers	A	WR	N	E
AQUINO, Henry J.C., Chr.	✓				SAYAMA, Jackson D., Co-Chr.	✓			
MCKELVEY, Angus L.K., Co-Chr.	✓				LEE, Mike, Co-Chr.	✓			
HASHIMOTO, Troy N., Co-Chr.	✓	WR			REYES ODA, Julie	✓			
FEVELLA, Kurt	✓								
Lee, Chris Co-Chr	✓								
TOTAL	4				TOTAL	3			

A = Aye WR = Aye with Reservations N = Nay E = Excused

Senate Recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted	House Recommendation is: <input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Not Adopted
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Senate Lead Chair's or Designee's Signature: 	House Lead Chair's or Designee's Signature:
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