
HOUSE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
ESTABLISH THE HAWAII STATE FELLOWS PROGRAM.

1 WHEREAS, civil servants are vital to the efficacy of the
2 state government, but the State is facing a growing recruitment
3 and retention crisis in public employment; and
4

5 WHEREAS, according to a December 2024 report from the
6 Department of Human Resources Development, the public employment
7 vacancy rate is currently twenty-four percent, with thirty-one
8 percent of state employees eligible to retire in the next five
9 years; and
10

11 WHEREAS, fellowships and similar training programs offer a
12 potential solution to fill this gap, offering young workers and
13 state employers the opportunity of a trial run while investing
14 in local workforce development; and
15

16 WHEREAS, research demonstrates that fellowships increase
17 internal retention rates, reducing long-term hiring and training
18 costs; and
19

20 WHEREAS, fellowships also cultivate a more skilled
21 workforce by offering young employees diverse, hands-on learning
22 opportunities and facilitating the passing of institutional
23 knowledge through new professional relationships between mentors
24 and mentees; now, therefore,
25

26 BE IT RESOLVED by the House of Representatives of the
27 Thirty-third Legislature of the State of Hawaii, Regular Session
28 of 2025, that the Department of Human Resources Development is
29 requested to establish the Hawaii State Fellows Program to match
30 talented applicants with full-time, paid fellowship roles in
31 various state agencies for a period of ten to eleven months to
32 attract and retain government workers in the State; and
33

34 BE IT FURTHER RESOLVED that the Program is requested to
35 include:
36



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

BE IT FURTHER RESOLVED that the Department of Human Resources Development is requested to coordinate with state agencies to:

- (1) Establish full-time, paid fellowship roles to be offered through the Program that offer professional development and hands-on experience in state governance;
- (2) Establish administrative policies and procedures for the implementation of the Program and the integration of fellowship roles into the state government workflow;
- (3) Promote the Program; and
- (4) Recruit eligible applicants; and

BE IT FURTHER RESOLVED that the Department of Human Resources Development is requested to:

- (1) Establish Program eligibility qualifications that include, at minimum:
 - (A) Completion of a bachelor's degree by September 1 of the fellowship year;



(B) A cumulative undergraduate grade point average of 2.5 or higher or a grade point average of 2.5 or higher in the last sixty semester units or ninety quarter units;

(C) Be twenty years of age or older by September 1 of the fellowship year;

(D) Be capable and prepared for full-time employment; and

(E) Be authorized to work in the United States for the duration of the fellowship program;

provided that an applicant who is not a United States citizen shall provide proof of appropriate immigration status; provided further that an applicant that requires a F-1 or J-1 work visa, or any work permit requiring participation in the E-Verify employment eligibility verification system, shall not be eligible for the program;

(2) Establish Program application requirements that include, at minimum:

(A) A completed online application;

(B) A personal statement or policy statement that addresses the applicant's commitment to serving the State;

(C) A resume;

(D) The names of three individuals who will serve as references;

(E) A minimum of two letters of recommendation; and

(F) Transcripts from each college and university attended; and

(3) Give preference to eligible applicants that have:



(A) Pre-existing ties to the State; or

(B) Demonstrated commitment to long-term leadership in the State; and

BE IT FURTHER RESOLVED the Department of Human Resources Development is requested to submit a report on the status of the Hawaii State Fellows Program and its findings and recommendations, including any proposed legislation, to the Legislature no later than twenty prior to the convening of the Regular Session of 2026, including:

(1) The number of fellows that applied and are participating in the Program;

(2) Key accomplishments of the Program; and

(3) The budget and expenditures of the Program; and

BE IT FURTHER RESOLVED that a certified copy of this Resolution be transmitted to the Director of Human Resources Development.

OFFERED BY:



MAR 07 2025

