SENATE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT, IN
      CONJUNCTION WITH THE OTHER PRINCIPAL DEPARTMENTS, THE
      OFFICE OF THE GOVERNOR, THE OFFICE OF THE LIEUTENANT
      GOVERNOR, THE LEGISLATURE, AND THE JUDICIARY TO IMPLEMENT A
      PILOT FELLOWSHIP PROGRAM TO TRAIN NEW EMPLOYEES FOR
      GOVERNMENT JOBS.

1   WHEREAS, an informational briefing by the Senate Committee
2 on Ways and Means on February 27, 2019, revealed that there were
3 approximately three thousand five hundred vacant positions
4 across the various state departments, with some departments
5 employing less than seventy-five percent of their allocated
6 positions; and

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8   WHEREAS, many departments claim that their high vacancy
9 rates are partially due to a lack of qualified candidates
10 possessing the necessary expertise for the vacant job positions;
11 and

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13   WHEREAS, the State does not have a formal process to
14 provide prospective employees with the necessary experiences and
15 expertise for state government jobs; and

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17   WHEREAS, proper job training that specifically teaches the
18 necessary skill sets for a state job can help to reduce state
19 job vacancies and increase retention rates; and

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21   BE IT RESOLVED by the Senate of the Thirtieth Legislature
22 of the State of Hawaii, Regular Session of 2019, the House of
23 Representatives concurring, that the Department of Human
24 Resources Development, in conjunction with the other principal
25 departments, Office of the Governor, Office of the Lieutenant
26 Governor, Legislature, and Judiciary are urged to establish a
27 pilot fellowship program to train prospective employees for
28 success in state government jobs; and

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1   BE IT FURTHER RESOLVED that each prospective employee
2 participating in the program be known as a fellow, the program
3 for each fellow last no longer than twelve months, and the
4 program provide each fellow with a monetary stipend, health
5 benefits, and graduate credits from the University of Hawaii;
6 and
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8   BE IT FURTHER RESOLVED that fellows should be in a
9 department or office of their preference, be trained in
10 applicable skills and knowledge that can be used in government
11 jobs, and be assigned significant tasks and duties as part of
12 their duties; and
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14   BE IT FURTHER RESOLVED that the ultimate goal of the pilot
15 fellowship program should be to offer fellows a unique, first-
16 hand experience in government, with the potential to be hired
17 full-time upon completion of their fellowship; and
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19   BE IT FURTHER RESOLVED that the pilot fellowship program is
20 requested to be dissolved on June 30, 2021; and
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22   BE IT FURTHER RESOLVED that the Department of Human
23 Resources Development is requested to submit a report of its
24 findings and recommendations, including any proposed
25 legislation, to the Legislature no later than twenty days before
26 the convening of the Regular Session of 2021; and
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28   BE IT FURTHER RESOLVED that the report is also requested to
29 include:
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31   (1)   The number of fellows that participated in the pilot
32   fellowship program;
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34   (2)   The branches, departments, offices, or agencies that
35   hosted fellows; and
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37   (3)   The number of fellows that obtained regular state
38   employment after their completion of the pilot
39   fellowship program; and
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41   BE IT FURTHER RESOLVED that certified copies of this
42 Concurrent Resolution be transmitted to the Governor; Director

1   of Human Resources Development; Comptroller; Chairperson of the
2   Board of Agriculture; Attorney General; Director of Finance;
3   Director of Business, Economic Development, and Tourism;
4   Director of Commerce and Consumer Affairs; Chairperson of the
5   Board of Education; Superintendent of Education; Chairperson of
6   the Hawaiian Homes Commission; Director of Health; Director of
7   Human Services; Director of Labor and Industrial Relations;
8   Chairperson of the Board of Land and Natural Resources; Director
9   of Public Safety; Director of Taxation; Director of
10 Transportation; and Chief Justice.
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                        OFFERED BY: _____