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# HOUSE CONCURRENT 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  
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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  
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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  
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16           WHEREAS, research demonstrates that fellowships increase  
17 internal retention rates, reducing long-term hiring and training  
18 costs; and  
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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,  
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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, the Senate concurring, that the Department of Human  
29 Resources Development is requested to establish the Hawaii State  
30 Fellows Program to match talented applicants with full-time,  
31 paid fellowship roles in various state agencies for a period of  
32 ten to eleven months to attract and retain government workers in  
33 the State; and



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2 BE IT FURTHER RESOLVED that the Program is requested to  
3 include:

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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;  
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10 (2) Career and leadership skills development trainings,  
11 workshops, and seminars;  
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13 (3) A mentorship program structure; and  
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15 (4) Feedback and evaluation mechanisms to allow fellows,  
16 participating state agencies, and other stakeholders  
17 to assess the effectiveness of the Program in  
18 achieving its goals; and  
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20 BE IT FURTHER RESOLVED that the Department of Human  
21 Resources Development is requested to coordinate with state  
22 agencies to:

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24 (1) Establish full-time, paid fellowship roles to be  
25 offered through the Program that offer professional  
26 development and hands-on experience in state  
27 governance;  
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29 (2) Establish administrative policies and procedures for  
30 the implementation of the Program and the integration  
31 of fellowship roles into the state government  
32 workflow;  
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34 (3) Promote the Program; and  
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36 (4) Recruit eligible applicants; and  
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38 BE IT FURTHER RESOLVED that the Department of Human  
39 Resources Development is requested to:

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41 (1) Establish Program eligibility qualifications that  
42 include, at minimum:



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- (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



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

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4 (3) Give preference to eligible applicants that have:

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

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7 (B) Demonstrated commitment to long-term leadership  
8 in the State; and  
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11 BE IT FURTHER RESOLVED the Department of Human Resources  
12 Development is requested to submit a report on the status of the  
13 Hawaii State Fellows Program and its findings and  
14 recommendations, including any proposed legislation, to the  
15 Legislature no later than twenty prior to the convening of the  
16 Regular Session of 2026, including:

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

20 (2) Key accomplishments of the Program; and

21 (3) The budget and expenditures of the Program; and  
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25 BE IT FURTHER RESOLVED that a certified copy of this  
26 Concurrent Resolution be transmitted to the Director of Human  
27 Resources Development.  
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OFFERED BY:  \_\_\_\_\_

MAR 07 2025

