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# 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  
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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, 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  
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34           BE IT FURTHER RESOLVED that the Program is requested to  
35 include:  
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- 1 (1) Full-time, paid employment opportunities for eligible  
2 applicants to work on a broad range of public policy  
3 issues and projects within various state agencies for  
4 a period of ten to eleven months;
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- 6 (2) Career and leadership skills development trainings,  
7 workshops, and seminars;
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- 9 (3) A mentorship program structure; and
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- 11 (4) Feedback and evaluation mechanisms to allow fellows,  
12 participating state agencies, and other stakeholders  
13 to assess the effectiveness of the Program in  
14 achieving its goals; and
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16 BE IT FURTHER RESOLVED that the Department of Human  
17 Resources Development is requested to coordinate with state  
18 agencies to:

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

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- 37 (1) Establish Program eligibility qualifications that  
38 include, at minimum:
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  - 40 (A) Completion of a bachelor's degree by September 1  
41 of the fellowship year;
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- 1 (B) A cumulative undergraduate grade point average of
- 2 2.5 or higher or a grade point average of 2.5 or
- 3 higher in the last sixty semester units or ninety
- 4 quarter units;
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- 6 (C) Be twenty years of age or older by September 1 of
- 7 the fellowship year;
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- 9 (D) Be capable and prepared for full-time employment;
- 10 and
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- 12 (E) Be authorized to work in the United States for
- 13 the duration of the fellowship program;
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15 provided that an applicant who is not a United States  
16 citizen shall provide proof of appropriate immigration  
17 status; provided further that an applicant that  
18 requires a F-1 or J-1 work visa, or any work permit  
19 requiring participation in the E-Verify employment  
20 eligibility verification system, shall not be eligible  
21 for the program;

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- 23 (2) Establish Program application requirements that
- 24 include, at minimum:
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- 26 (A) A completed online application;
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- 28 (B) A personal statement or policy statement that
- 29 addresses the applicant's commitment to serving
- 30 the State;
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- 32 (C) A resume;
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- 34 (D) The names of three individuals who will serve as
- 35 references;
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- 37 (E) A minimum of two letters of recommendation; and
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- 39 (F) Transcripts from each college and university
- 40 attended; and
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- 42 (3) Give preference to eligible applicants that have:



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(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

