

MAR 07 2025

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

- 23
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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2 (A) Completion of a bachelor's degree by September 1
3 of the fellowship year;
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5 (B) A cumulative undergraduate grade point average of
6 2.5 or higher or a grade point average of 2.5 or
7 higher in the last sixty semester units or ninety
8 quarter units;
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10 (C) Be twenty years of age or older by September 1 of
11 the fellowship year;
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13 (D) Be capable and prepared for full-time employment;
14 and
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16 (E) Be authorized to work in the United States for
17 the duration of the fellowship program;
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19 provided that an applicant who is not a United States
20 citizen shall provide proof of appropriate immigration
21 status; provided further that an applicant that
22 requires a F-1 or J-1 work visa, or any work permit
23 requiring participation in the E-Verify employment
24 eligibility verification system, shall not be eligible
25 for the program;
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- 27 (2) Establish Program application requirements that
28 include, at minimum:
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30 (A) A completed online application;
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32 (B) A personal statement or policy statement that
33 addresses the applicant's commitment to serving
34 the State;
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36 (C) A resume;
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38 (D) The names of three individuals who will serve as
39 references;
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41 (E) A minimum of two letters of recommendation; and
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(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 Concurrent Resolution be transmitted to the Director of Human Resources Development.

OFFERED BY: 

