

S.B. NO. 3155

JAN 28 2026

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# A BILL FOR AN ACT

RELATING TO WORKFORCE DEVELOPMENT.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1 SECTION 1. Chapter 76, Hawaii Revised Statutes, is amended  
2 by adding to part I a new section to be appropriately designated  
3 and to read as follows:

4 **"§76- Interns; eligible for internal recruitment.**

5 Notwithstanding any other law to the contrary, an intern who has  
6 completed at least four hundred eighty hours of work experience  
7 acquired through a state-funded internship or workforce  
8 development program within a department or agency of the State  
9 shall be deemed eligible for internal recruitment within that  
10 department or agency."

11 SECTION 2. If any portion of this Act or its application  
12 to any person, entity, or circumstance is held to be invalid for  
13 any reason, then the legislature declares that the remainder of  
14 the Act and each and every other provision thereof shall not be  
15 affected thereby.

16 SECTION 3. New statutory material is underscored.

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1 SECTION 4. This Act shall take effect upon its approval.

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INTRODUCED BY: M.M. W.

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BY REQUEST

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**Report Title:**

Workforce Development; Internships; Internal Recruitment

**Description:**

Establishes priority consideration for full-time employment in state departments or agencies for certain participants in state-funded internship and workforce development programs by granting them eligibility for internal recruitment.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

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JUSTIFICATION SHEET

DEPARTMENT: TRANSPORTATION

TITLE: A BILL FOR AN ACT RELATING TO WORKFORCE DEVELOPMENT.

PURPOSE: To establish priority consideration for full-time employment in state departments or agencies for certain participants in state-funded internship or workforce development programs by granting them eligibility for internal recruitment.

MEANS: Add one new section to part I of chapter 76, Hawaii Revised Statutes.

JUSTIFICATION: This bill strengthens the State's workforce development pathway by recognizing the value of experience gained by student interns in state-funded internship or workforce development programs. It creates a direct pathway to state employment for interns who have acquired meaningful skills and familiarity with government operations. By granting eligibility for internal recruitment to participants who complete at least 480 hours of work experience, this bill recognizes their contributions to public service, incentivizes participation in state-funded internship or workforce development programs, and helps the State capitalize on its investment in training qualified candidates for full-time employment in state government.

Impact on the public: The bill increases access to state employment opportunities for Hawaii's students and supports retention of local talent.

Impact on the department and other agencies: The bill advances recruitment efforts and assists in addressing staffing shortages and vacancies.

GENERAL FUND: None.

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OTHER FUNDS: None.

PPBS PROGRAM  
DESIGNATION: Various.

OTHER AFFECTED  
AGENCIES: All State departments and agencies of the  
Executive Branch.

EFFECTIVE DATE: Upon approval.