
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 a new section to part I 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. Section 76-22.6, Hawaii Revised Statutes, is
12 amended as follows:

13 1. By amending subsection (a) to read:

14 "(a) Notwithstanding any other law to the contrary, a
15 state department, division, or agency, rather than the
16 department of human resources development, may conduct a minimum
17 qualification review of applicants for vacant positions within



1 that department, division, or agency. In conducting a minimum
2 qualification review, the state department, division, or agency,
3 may:

4 (1) Consider required minimum qualifications as desired
5 qualifications;

6 (2) Allow certain community college development programs
7 to be substituted for required or desired experience;
8 and

9 (3) Allow internships with state departments, divisions,
10 and agencies to be substituted for required or desired
11 experience;

12 provided that the department of health shall specify any minimum
13 qualification requirement or substitute in the recruitment
14 posting."

15 2. By amending subsection (c) to read:

16 "(c) [~~Upon completing the minimum qualification review of~~
17 ~~applicants for a vacancy, the state department, division, or~~
18 ~~agency shall submit to the department of human resources~~
19 ~~development the applications for individuals who have met the~~
20 ~~minimum qualifications for the vacancy; provided that the] A
21 state department, division, or agency may immediately begin~~



1 interviewing applicants that [~~have been~~] the department,
2 division, or agency has determined to meet the minimum
3 qualifications for the vacant position. [~~The department of~~
4 ~~human resources development shall complete any other tasks~~
5 ~~necessary to facilitate the hiring of the applicants, including~~
6 ~~auditing and correcting any errors found in the minimum~~
7 ~~qualification review, as applicable; provided further that if~~
8 ~~any errors are found, the department of human resources~~
9 ~~development shall have five working days to correct the error~~
10 ~~and notify the state department, division, or agency.] The
11 director or head of the state department, division, or agency
12 may directly hire an individual into a civil service position;
13 provided that the individual meets the minimum qualifications
14 for the position."~~

15 SECTION 3. Statutory material to be repealed is bracketed
16 and stricken. New statutory material is underscored.

17 SECTION 4. This Act shall take effect on January 1, 2077.



Report Title:

DHRD; Workforce Development; Internships; Internal Recruitment;
Civil Service Positions; Minimum Qualifications

Description:

Establishes that certain participants in state-funded internship and workforce development programs are eligible for internal recruitment. Authorizes any state department, division, or agency to make certain determinations regarding an applicant's minimum qualifications in conducting a minimum qualification review. Repeals the requirement that a state department, division, or agency shall submit to the Department of Human Resources Development the applications for individuals who have met the minimum qualifications for a vacant position. Repeals the requirement that DHRD shall complete certain necessary tasks to facilitate the hiring of applications. Authorizes the director or head of a state department, division, or agency to directly hire an individual who meets the minimum qualifications for a civil service position. Effective 1/1/2077. (SD1)

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