

JAN 21 2026

A BILL FOR AN ACT

RELATING TO WORKFORCE DEVELOPMENT.

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

1 SECTION 1. The Hawaii Revised Statutes is amended by
2 adding a new chapter to be appropriately designated and to read
3 as follows:

4 **"CHAPTER**

5 **HAWAII STATE FELLOWS PROGRAM**

6 **S -1 Definitions.** As used in this chapter:

7 "Department" means the department of human resources
8 development.

9 "Program" means the Hawaii state fellows program.

10 "State agency" means the executive, legislative, or
11 judicial branches of state government, including departments,
12 offices, divisions, or other agencies within the executive,
13 legislative, or judicial branches.

14 **S -2 Hawaii state fellows program; established.** (a)

15 There is established within the department the Hawaii state
16 fellows program to match talented applicants with full-time,
17 paid fellowship roles in various state agencies for a period of



1 ten to eleven months to attract and retain government workers in
2 the State.

3 (b) The program shall include but not be limited to the
4 following:

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;

9 (2) Career and leadership skills development trainings,
10 workshops, and seminars;

11 (3) A mentorship program structure; and

12 (4) Feedback and evaluation mechanisms to allow fellows,
13 participating state agencies, and other stakeholders
14 to assess the effectiveness of the program in
15 achieving its goals.

16 (c) The department shall coordinate with state agencies to:

17 (1) Establish full-time, paid fellowship roles to be
18 offered through the program to provide professional
19 development and hands-on experience in state
20 governance;



§ -3 Hawaii state fellows program; minimum

10 **qualifications; preference.** (a) To be eligible for the
11 program, applicants shall meet the following minimum
12 qualifications:

13 (1) Completed a bachelor's degree by September 1 of the
14 calendar year in which the fellowship begins;

15 (2) Earned:

16 (A) A cumulative undergraduate grade point average of
17 2.5 or higher; or

18 (B) A grade point average of 2.5 or higher in the
19 last sixty semester units or ninety quarter
20 units;



12 (b) To apply for the program, eligible applicants shall

13 submit:

14 (1) A completed online application;

15 (2) A personal statement or policy statement that

16 addresses the applicant's commitment to serving the

17 State;

18 (3) A resume;

19 (4) The names of three individuals who will serve as

20 references;

21 (5) A minimum of two letters of recommendation; and



1 (6) Transcripts from each college and university attended.

2 (c) The department shall give preference to eligible
3 program applicants who have:

4 (1) A pre-existing connection to the State; or

5 (2) A demonstrated commitment to long-term leadership in
6 the State."

7 SECTION 2. The department of human resources development

8 shall submit a report of its findings and recommendations,

9 including any proposed legislation, to the legislature no later

10 than twenty days prior to the convening of the regular session

11 of 2027 on the status and results of the Hawaii state fellows

12 program, including:

13 (1) The number of fellows that applied and participated in
14 the program;

15 (2) Key accomplishments of the program; and

16 (3) The budget and expenditures of the program.

17 SECTION 3. There is appropriated out of the gene-

18 revenues of the State of Hawaii the sum of \$ or

19 much thereof as may be necessary for fiscal year 2026-2027 for

29 the Hawaii state fellows program



1 The sum appropriated shall be expended by the department of
2 human resources development for the purposes of this Act.

3 SECTION 4. This Act shall take effect on July 1, 2026.

4

INTRODUCED BY:

SB 2201



S.B. NO. 2201

Report Title:

DHRD; Workforce Development; State Agencies; Employment; Hawaii State Fellows Program; Report; Appropriation

Description:

Establishes the Hawaii State Fellows Program within the Department of Human Resources Development to match talented applicants with full-time, paid fellowship roles in various state agencies for a period of 10 to 11 months. Establishes minimum qualifications and procedures for eligible applicants to apply to the program. Gives preference to eligible program applicants who have a pre-existing connection to the State or a demonstrated commitment to long-term leadership in the State. Requires the Department of Human Resources Development to coordinate with state agencies to implement and promote the program. Requires a report to the Legislature. Appropriates moneys.

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