

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. Section 394-11, Hawaii Revised Statutes, is
2 amended to read as follows:

3 **"[f]S394-11[] State internship and workforce development**

4 **program.** (a) There is established within the department of
5 labor and industrial relations the state internship and
6 workforce development program. The department of labor and
7 industrial relations shall collaborate with the department of
8 human resources development, legislature, and judiciary to
9 process all public program applications and place interns in
10 ~~temporary or permanent~~ positions at state ~~executive branch~~
11 ~~departments, agencies, or programs.~~ agencies for a period of
12 ten to eleven months. The program shall:

13 (1) Provide paid, full-time internship opportunities
14 within various state ~~departments and~~ agencies;
15 (2) Prioritize placement in ~~departments~~ state agencies
16 with significant workforce shortages; and





1 (5) Be authorized to work in the United States for the
2 duration of the program; provided that an individual
3 who is not a citizen or national of the United States
4 shall submit documentation evidencing lawful
5 immigration status; provided further that an
6 individual admitted to the United States in a
7 nonimmigrant classification described in title 8
8 United States Code section 1101(a)(15)(F) or (J), or
9 whose employment authorization requires participation
10 in the E-Verify employment eligibility verification
11 system established pursuant to 8 U.S.C. section 1324a
12 note, shall not be eligible for the program.

13 (c) To apply for the program, eligible applicants shall
14 submit:
15 (1) A completed online application;
16 (2) A personal or policy statement describing the
17 applicant's commitment to public service with the
18 State;
19 (3) A resume describing the applicant's education and work
20 experience;



- 1 (4) Contact information for three professional or academic
- 2 references;
- 3 (5) At least two letters of recommendation; and
- 4 (6) Transcripts from each college and university the
- 5 applicant attended.

6 [+] (d) Selection of internship participants shall be
7 based upon:

- 8 (1) Academic achievement or relevant work experience;
- 9 (2) Interest in public service careers; and
- 10 (3) Alignment with departmental workforce needs [-];

11 provided that preference shall be given to eligible applicants
12 with an existing personal, educational, or professional
13 connection to the State or a demonstrated commitment to long-
14 term public service or leadership in the State.

15 [+] (e) As part of the program, internship participants
16 shall:

- 17 (1) Attend and actively participate in all required work
18 experience training sessions;
- 19 (2) Perform assigned duties and responsibilities in
20 accordance with program guidelines; and
- 21 (3) Adhere to workplace policies and procedures.



1 [~~e~~] (f) As part of the program, coordinating agency work
2 sites shall:

3 (1) Provide meaningful and adequate work experience to
4 help interns meet the requirements for employment in
5 the relevant position;

6 (2) Conduct regular performance evaluations of interns and
7 provide feedback to the coordinating agency;

8 (3) Collaborate with the department of labor and
9 industrial relations to create career pathways for
10 interns; and

11 (4) Ensure that viable and vacant positions relative to
12 the interns' field of study are available for them to
13 participate in this program.

14 [~~e~~] (g) The department of labor and industrial relations
15 shall:

16 (1) Ensure that the experience gained through the program
17 qualifies participants to apply for vacant positions
18 of a similar level and scope within the [~~hosting~~
19 ~~department,~~] coordinating agency;



10 [←→] (h) As part of the program, participants shall
11 receive opportunities for professional development and skills
12 training.

13 [+] (i) Before the first day of each internship within
14 the executive branch of the state government, the department of
15 labor and industrial relations shall provide the department of
16 human resources development with:

17 (1) The name of the intern;

18 (2) The state [executive branch department,] agency [, or
19 program] to which the intern is assigned;

20 (3) The expected start and end dates of the internship;

21 and



1 (4) Any other relevant information that the department of
2 human resources development may require to assist the
3 intern in pursuing future employment with the state
4 [executive branch.] government.

5 [+] (j) For the purposes of this section:

6 "Coordinating agency" means the participating [State of
7 ~~Hawaii department, agency, or office~~] state agencies hosting and
8 employing an intern program participant.

9 "Eligible [participant"] applicant" means an individual who
10 meets established guidelines for participation in the program,
11 including [recent high school graduates, college students, and]
12 post-graduate students[.] and individuals seeking to transition
13 into public service careers.

14 "Internship program" or "program" means the state
15 internship and workforce development program established
16 pursuant to this section.

17 "Participant" means an individual accepted into the
18 internship program.

19 "State agency" means the executive, legislative, or
20 judicial branches of the state government, including



1 departments, offices, divisions, programs, or other agencies
2 within the executive, legislative, or judicial branches."

3 SECTION 2. There is appropriated out of the general
4 revenues of the State of Hawaii the sum of \$ or so
5 much thereof as may be necessary for fiscal year 2026-2027 for
6 the state internship and workforce development program,
7 including development of an online application system.

8 The sum appropriated shall be expended by the department of
9 labor and industrial relations for the purposes of this Act.

10 SECTION 3. Statutory material to be repealed is bracketed
11 and stricken. New statutory material is underscored.

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

13

INTRODUCED BY: SKS



S.B. NO. 2231

Report Title:

DLIR; Department of Human Resources Development; Legislature; Judiciary; State Internship and Workforce Development Program; State Agencies; Eligibility; Applications; Appropriation

Description:

Amends the State Internship and Workforce Development Program for the public sector by expanding the program to the Legislative and Judicial branches; limiting the internships to full-time placements of ten to eleven months; establishing eligibility criteria, application requirements, and selection preferences; and requiring the Department of Labor and Industrial Relations to collaborate with coordinating agencies to promote the program and recruit eligible applicants. Appropriates funds.

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

