
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 "[+]§394-11[+] **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 internship opportunities within various
14 state [~~departments and~~] agencies;

15 (2) Prioritize placement in [~~departments~~] state agencies
16 with significant workforce shortages; and



1 (3) Include comprehensive training, mentorship, and
2 evaluation components.

3 (b) The department of labor and industrial relations, in
4 collaboration with the department of human resources
5 development, legislature, and judiciary, shall develop
6 eligibility criteria for interns, including minimum
7 qualifications that the intern shall:

8 (1) Have earned or be scheduled to earn a bachelor's
9 degree, or the credential required for a specific
10 position, no later than September 1 of the calendar
11 year in which the program begins;

12 (2) Attain twenty years of age no later than September 1
13 of the calendar year in which the program begins;

14 (3) Be capable and prepared for full-time employment; and

15 (4) Be authorized to work in the United States for the
16 duration of the program; provided that an individual
17 who is not a citizen or national of the United States
18 shall submit documentation evidencing lawful
19 immigration status; provided further that an
20 individual admitted to the United States in a
21 nonimmigrant classification described in title 8



1 United States Code section 1101(a)(15)(F) or (J), or
2 whose employment authorization requires participation
3 in the E-Verify employment eligibility verification
4 system established pursuant to 8 U.S.C. section 1324a
5 note, shall not be eligible for the program.

6 (c) To apply for the program, eligible applicants shall
7 submit:

- 8 (1) A completed online application;
- 9 (2) A personal or policy statement describing the
10 applicant's commitment to public service with the
11 State;
- 12 (3) A resume describing the applicant's education and work
13 experience; and
- 14 (4) Contact information for three professional or academic
15 references.

16 ~~(b)~~ (d) Selection of internship participants shall be
17 based upon:

- 18 (1) Academic achievement or relevant work experience;
- 19 (2) Interest in public service careers; and
- 20 (3) Alignment with departmental workforce needs~~(-)~~;



1 provided that preference shall be given to eligible applicants
2 with an existing personal, educational, or professional
3 connection to the State or a demonstrated commitment to
4 long-term public service or leadership in the State; provided
5 that official transcripts from each college and university an
6 applicant attended is requires as a condition of employment once
7 an applicant has been offered the position.

8 ~~[(e)]~~ (e) As part of the program, internship participants
9 shall:

- 10 (1) Attend and actively participate in all required work
11 experience training sessions;
- 12 (2) Perform assigned duties and responsibilities in
13 accordance with program guidelines; and
- 14 (3) Adhere to workplace policies and procedures.

15 ~~[(d)]~~ (f) As part of the program, coordinating agency work
16 sites shall:

- 17 (1) Provide meaningful and adequate work experience to
18 help interns meet the requirements for employment in
19 the relevant position;
- 20 (2) Conduct regular performance evaluations of interns and
21 provide feedback to the coordinating agency;



1 (3) Collaborate with the department of labor and
2 industrial relations to create career pathways for
3 interns; and

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

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

9 (1) Ensure that the experience gained through the program
10 qualifies participants to apply for vacant positions
11 of a similar level and scope within the ~~[hosting~~
12 ~~department;]~~ coordinating agency;

13 (2) Develop standardized guidelines to align internship
14 duties with the qualifications required for full-time
15 employment;

16 (3) Provide ongoing support to coordinating agencies to
17 ensure compliance with program objectives; and

18 (4) Collaborate with coordinating agencies to ~~[create]~~:

19 (A) Promote the program;

20 (B) Recruit eligible applicants; and

21 (C) Create career pathways for interns.



1 ~~[(f)]~~ (h) As part of the program, participants shall
2 receive opportunities for professional development and skills
3 training.

4 ~~[(g)]~~ (i) Before the first day of each internship~~[r]~~
5 within the executive branch of the state government, the
6 department of labor and industrial relations shall provide the
7 department of human resources development with:

- 8 (1) The name of the intern;
- 9 (2) The state ~~[executive branch department,]~~ agency~~[, or~~
10 ~~program]~~ to which the intern is assigned;
- 11 (3) The expected start and end dates of the internship;
- 12 and
- 13 (4) Any other relevant information that the department of
14 human resources development may require to assist the
15 intern in pursuing future employment with the state
16 ~~[executive branch.]~~ government.

17 ~~[(h)]~~ (j) For the purposes of this section:

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



1 "Eligible [~~participant~~] applicant" means an individual who
2 meets established guidelines for participation in the program,
3 including [~~recent high school graduates, college students, and~~
4 post-graduate students[7] and individuals seeking to transition
5 into public service careers.

6 "Internship program" or "program" means the state
7 internship and workforce development program established
8 pursuant to this section.

9 "Participant" means an individual accepted into the
10 internship program.

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

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

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



1 SECTION 3. Statutory material to be repealed is bracketed
2 and stricken. New statutory material is underscored.

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

4



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. Effective 1/1/2077. (SD1)

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