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# SENATE RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT, IN  
CONJUNCTION WITH THE OTHER PRINCIPAL DEPARTMENTS, OFFICE OF  
THE GOVERNOR, OFFICE OF THE LIEUTENANT GOVERNOR,  
LEGISLATURE, AND JUDICIARY TO IMPLEMENT A PILOT FELLOWSHIP  
PROGRAM TO TRAIN NEW EMPLOYEES FOR GOVERNMENT JOBS.

1           WHEREAS, an informational briefing by the Senate Committee  
2 on Ways and Means on February 27, 2019, revealed that there were  
3 approximately three thousand five hundred vacant positions  
4 across the various state departments, with some departments  
5 employing less than seventy-five percent of their allocated  
6 positions; and  
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8           WHEREAS, many departments claim that their high vacancy  
9 rates are partially due to a lack of qualified candidates  
10 possessing the necessary expertise for the vacant job positions;  
11 and  
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13           WHEREAS, the State does not have a formal process to  
14 provide prospective employees with the necessary experiences and  
15 expertise for state government jobs; and  
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17           WHEREAS, proper job training that specifically teaches the  
18 necessary skill sets for a state job can help to reduce state  
19 job vacancies and increase retention rates; now, therefore,  
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21           BE IT RESOLVED by the Senate of the Thirtieth Legislature  
22 of the State of Hawaii, Regular Session of 2019, that the  
23 Department of Human Resources Development, in conjunction with  
24 the other principal departments, Office of the Governor, Office  
25 of the Lieutenant Governor, Legislature, and Judiciary are urged  
26 to establish a pilot fellowship program to train prospective  
27 employees for success in state government jobs; and  
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29           BE IT FURTHER RESOLVED that each prospective employee  
30 participating in the program be known as a fellow, the program  
31 for each fellow last no longer than twelve months, and the



1 program provide each fellow with a monetary stipend, health  
2 benefits, and graduate credits from the University of Hawaii;  
3 and  
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5 BE IT FURTHER RESOLVED that fellows should be in a  
6 department or office of their preference, be trained in  
7 applicable skills and knowledge that can be used in government  
8 jobs, and be assigned significant tasks and duties as part of  
9 their duties; and  
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11 BE IT FURTHER RESOLVED that the ultimate goal of the pilot  
12 fellowship program should be to offer fellows a unique, first-  
13 hand experience in government, with the potential to be hired  
14 full-time upon completion of their fellowship; and  
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16 BE IT FURTHER RESOLVED that the pilot fellowship program is  
17 requested to be dissolved on June 30, 2021; and  
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19 BE IT FURTHER RESOLVED that the Department of Human  
20 Resources Development is requested to submit a report of its  
21 findings and recommendations, including any proposed  
22 legislation, to the Legislature no later than twenty days prior  
23 to the convening of the Regular Session of 2021; and  
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25 BE IT FURTHER RESOLVED that the report is also requested to  
26 include:  
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28 (1) The number of fellows that participated in the pilot  
29 fellowship program;  
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31 (2) The branches, departments, offices, or agencies that  
32 hosted fellows; and  
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34 (3) The number of fellows that obtained regular state  
35 employment after their completion of the pilot  
36 fellowship program; and  
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38 BE IT FURTHER RESOLVED that certified copies of this  
39 Resolution be transmitted to the Governor; Director of Human  
40 Resources Development; Comptroller; Chairperson of the Board of  
41 Agriculture; Attorney General; Director of Finance; Director of  
42 Business, Economic Development, and Tourism; Director of



1 Commerce and Consumer Affairs; Chairperson of the Board of  
2 Education; Superintendent of Education; Chairperson of the  
3 Hawaiian Homes Commission; Director of Health; Director of Human  
4 Services; Director of Labor and Industrial Relations;  
5 Chairperson of the Board of Land and Natural Resources; Director  
6 of Public Safety; Director of Taxation; Director of  
7 Transportation; and Chief Justice.

