
SENATE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO EXAMINE
THE FEASIBILITY OF IMPLEMENTING A PILOT FELLOWSHIP PROGRAM
TO TRAIN PROSPECTIVE EMPLOYEES FOR GOVERNMENT JOBS.

1 WHEREAS, an informational briefing on February 27, 2019, by
2 the Senate Committee on Ways and Means revealed that there were
3 approximately three thousand five hundred vacant positions
4 across 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 who
10 possess 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 Thirty-second
22 Legislature of the State of Hawaii, Regular Session of 2023, the
23 House of Representatives concurring, that the Department of
24 Human Resources Development is urged to examine the feasibility
25 of implementing a pilot fellowship program to train prospective
26 employees, also referred to as fellows, for success in state
27 government jobs; and

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29 BE IT FURTHER RESOLVED that in determining the scope of a
30 feasible pilot fellowship program, the Department of Human
31 Resources Development is requested to consider:

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- 1 (1) The length of the program;
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- 3 (2) Whether the program should provide each fellow with a
- 4 monetary stipend, health benefits, and course credits
- 5 from the University of Hawaii; and
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- 7 (3) The extent to which each fellow may be placed in a
- 8 department or office of their preference, be trained
- 9 in skills and knowledge applicable to government jobs,
- 10 and be assigned significant tasks as part of their
- 11 duties; and
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13 BE IT FURTHER RESOLVED that the ultimate goal of the pilot
 14 fellowship program should be to offer fellows a unique, first-
 15 hand experience in government, with the potential to be hired
 16 full-time upon completion of their fellowship; and

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18 BE IT FURTHER RESOLVED that the Department of Human
 19 Resources Development is requested to submit a report of its
 20 findings and recommendations, including any proposed
 21 legislation, to the Legislature no later than twenty days prior
 22 to the convening of the Regular Session of 2024; and

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24 BE IT FURTHER RESOLVED that the report is also requested to
 25 include:

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- 27 (1) The feasibility of implementing a pilot fellowship
- 28 program;
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- 30 (2) The scope of a feasible pilot fellowship program; and
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- 32 (3) The amount of funds needed to support the
- 33 implementation of a pilot fellowship program; and
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35 BE IT FURTHER RESOLVED that a certified copy of this
 36 Concurrent Resolution be transmitted to the Director of Human
 37 Resources Development.

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OFFERED BY: 

