

MAR 06 2020

SENATE CONCURRENT RESOLUTION

DIRECTING THE EXECUTIVE BRANCH DEPARTMENTS OF THE STATE OF HAWAII TO PARTICIPATE IN THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT'S MODERNIZATION "PATHWAY PROGRAMS" TO RECRUIT AND HIRE EMPLOYEES TO FILL THE STATE'S VACANCIES WITH THE BEST AND BRIGHTEST CANDIDATES TO SERVE THE RESIDENTS OF HAWAII.

1 WHEREAS, the Thirtieth Legislature, 2019, concerned that
2 the persistent vacancies in several executive branch departments
3 would hinder critical government functions, established an
4 administrative assistant position in the Department of Human
5 Resources Development (DHRD) to facilitate and expedite the
6 hiring and recruitment of civil service positions; and
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8 WHEREAS, the vacancies persist, and the shortage of
9 qualified applicants to fill critical positions will increase
10 with the anticipated retirement of baby boomers in the next
11 decade; and
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13 WHEREAS, the State's ability to retain, recruit, and hire
14 qualified employees is hindered by the State's current low
15 unemployment rate; and
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17 WHEREAS, industry studies report that the gap between the
18 number of job vacancies and the number of viable candidates is
19 higher in areas of need such as engineering, law enforcement,
20 nursing, social work, legal services, maintenance or laborers,
21 accounting, correctional services, mental health professionals,
22 medical professionals, transportation services, and scientists;
23 and
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25 WHEREAS, the DHRD has expedited and improved hiring in a
26 few departments under its modernization project, but continues
27 to face challenges in filling vacant positions; and
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1 WHEREAS, the DHRD alone cannot provide the support needed
2 to streamline the recruitment process and update the
3 classification and compensation system, but instead requires the
4 participation and cooperation of the other executive branch
5 departments; and

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7 WHEREAS, Section 76-22.5, Hawaii Revised Statutes, directs
8 the continuous improvement of the civil service recruitment
9 process to fill positions in the most economic, efficient, and
10 expeditious manner, developing more efficient alternatives for
11 ensuring available and qualified applicants, that may involve
12 changing the way appointments are now made; and

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14 WHEREAS, the DHRD has successfully partnered with several
15 departments, delegating authority to recruit and hire qualified
16 candidates; and

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18 WHEREAS, in piloting the recruitment and hiring of college
19 graduates to fill long-term vacant positions through its pathway
20 program of downgrading positions, the DHRD successfully
21 recruited and hired employees at the lowest levels who are now
22 quickly progressing to journey levels; and

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24 WHEREAS, several departments have appointed college
25 interns, para-professionals, or trade apprentices who can have
26 the opportunity to compete at the entry level through internal
27 recruitment and thereafter quickly move on the pathway to
28 journey level; now, therefore,

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30 BE IT RESOLVED by the Senate of the Thirtieth Legislature
31 of the State of Hawaii, Regular Session of 2020, the House of
32 Representatives concurring, that all executive branch
33 departments are directed to actively participate in the "pathway
34 programs" led by the DHRD's personnel program administrator and
35 administrative assistant to transform the DHRD programs by
36 streamlining recruitment processes; and

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38 BE IT FURTHER RESOLVED that all State Executive Branch
39 departments partner with the DHRD on its "pathway programs" to
40 fill vacancies by modifying the required minimum qualifications
41 for civil service positions to enable recruiting competent
42 college interns, para-professionals, trade apprentices, and/or



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