

MAR - 6 2020

SENATE 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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29 WHEREAS, the DHRD alone cannot provide the support needed
30 to streamline the recruitment process and update the
31 classification and compensation system, but instead requires the



1 participation and cooperation of the other executive branch
2 departments; and

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

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11 WHEREAS, the DHRD has successfully partnered with several
12 departments, delegating authority to recruit and hire qualified
13 candidates; and

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

20
21 WHEREAS, several departments have appointed college
22 interns, para-professionals, or trade apprentices who can have
23 the opportunity to compete at the entry level through internal
24 recruitment and thereafter quickly move on the pathway to
25 journey level; now, therefore,

26
27 BE IT RESOLVED by the Senate of the Thirtieth Legislature
28 of the State of Hawaii, Regular Session of 2020, that all
29 executive branch departments are directed to actively
30 participate in the "pathway programs" led by the DHRD's
31 personnel program administrator and administrative assistant to
32 transform the DHRD programs by streamlining recruitment
33 processes; and

34
35 BE IT FURTHER RESOLVED that all State Executive Branch
36 departments partner with the DHRD on its "pathway programs" to
37 fill vacancies by modifying the required minimum qualifications
38 for civil service positions to enable recruiting competent
39 college interns, para-professionals, trade apprentices, and/or
40 fellows as potential employees, and training them so they meet
41 the partner departments' qualifications to rapidly progress to
42 journey level standards (and appropriate compensation); and



1
 2 BE IT FURTHER RESOLVED that these modernization "pathway
 3 programs" will test the framework for shifting and transforming
 4 transactional human resource services to better serve the needs
 5 of the Executive Branch departments; and
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7 BE IT FURTHER RESOLVED that the Department of Human
 8 Resources Development is requested to submit to the Legislature
 9 a report of its findings and recommendations, including
 10 legislation and proposals for staffing and funding to implement
 11 these transformational programs no later than twenty days prior
 12 to the convening of the Regular Session of 2020; and
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14 BE IT FURTHER RESOLVED that certified copies of this
 15 Resolution be transmitted to the Governor; Comptroller;;
 16 Chairperson of the Board of Agriculture; Attorney General;
 17 Director of Finance, Director of Business, Economic Development
 18 and Tourism; Director of Commerce and Consumer Affairs; Adjutant
 19 General; Chairperson of the Board of Education; Superintendent
 20 of Education; Chairperson of the Hawaiian Homes Commission;
 21 Director of Health; Director of Human Resources Development;
 22 Director of Human Services; Director of Labor and Industrial
 23 Relations; Chairperson of the Board of Land and Natural
 24 Resources; Director of Public Safety; Director of Taxation;
 25 Director of Transportation; President of the University of
 26 Hawaii System; and State Librarian.
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OFFERED BY:

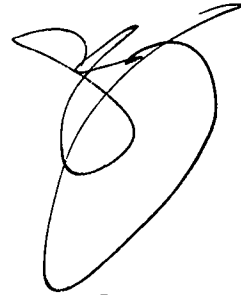
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S.R. NO. 152



Bruce Hunt



J. G. H.

