
SENATE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO EXAMINE THE REASONS FOR THE HIGH RATE OF VACANT STATE POSITIONS AND EXPLORE SOLUTIONS FOR FILLING THE VACANCIES, INCLUDING REEXAMINING THE MINIMUM QUALIFICATION REQUIREMENTS FOR THOSE POSITIONS AND EDUCATING THE PUBLIC AND, IN PARTICULAR, POTENTIAL WORKERS ON ALTERNATIVE PATHWAYS TO MEET THE MINIMUM QUALIFICATION REQUIREMENTS FOR CIVIL SERVICE POSITIONS, INCLUDING APPRENTICESHIP PROGRAMS.

1 WHEREAS, there are more than four thousand vacant positions
2 within state government under the jurisdiction of the Department
3 of Human Resources Development; and
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5 WHEREAS, it is in the best interest of the State to
6 encourage the Department of Human Resources Development to
7 identify, address, and remove known barriers to filling vacant
8 positions; and
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10 WHEREAS, it is also in the best interest of the State to
11 fill these vacant positions with qualified individuals, as doing
12 so will:
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- 14 (1) Directly and positively impact the availability and
15 quality of customer service provided to the public
16 through state agencies; and
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18 (2) Provide stable careers with steady income to the
19 people of Hawaii; and
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21 WHEREAS, it is the policy of the Department of Human
22 Resources Development to periodically review and verify the
23 applicability of the qualifications required for these vacant
24 positions; and
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1 WHEREAS, the classification and compensation review process
2 is labor intensive and requires considerable expertise and skill
3 by trained human resources individuals; and
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5 WHEREAS, there may be innovative and creative ways to fill
6 some of the vacant positions, including educating the public
7 regarding alterative pathways to meeting the education and
8 experience requirements for civil service positions; and
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10 WHEREAS, the Department of Labor and Industrial Relations,
11 in partnership with the University of Hawaii Honolulu Community
12 College, offers apprenticeship programs that prepare
13 participants to enter and advance in various trades; and
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15 WHEREAS, apprenticeship programs:

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- 17 (1) Provide a participant on-the-job learning and
18 development of technical and nontechnical skills and
19 proficiencies applicable to today's workplace and
20 necessary for the participant's future occupation;
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 - 22 (2) Evaluate the apprentice's acquisition of skills based
23 upon a specified number of hours of on-the-job
24 learning and the successful demonstration of
25 competency, as described in the work process schedule;
26 and
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 - 28 (3) Upon satisfactory completion, may lead to an associate
29 degree or certificate of completion; now, therefore,
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31 BE IT RESOLVED by the Senate of the Thirty-second
32 Legislature of the State of Hawaii, Regular Session of 2023, the
33 House of Representatives concurring, that the Department of
34 Human Resources Development is urged to examine the reasons for
35 the high rate of vacant state positions and explore solutions
36 for filling the vacancies, including reexamining the minimum
37 qualification requirements for those positions and educating the
38 public and, in particular, potential workers on alternative
39 pathways to meet the minimum qualification requirements for
40 civil service positions, including apprenticeship programs; and
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1 BE IT FURTHER RESOLVED that the Department of Human
2 Resources Development, in collaboration with the Department of
3 Labor and Industrial Relations, is urged to consider and
4 determine whether the completion of an apprenticeship program
5 would adequately equip an individual with the skills and
6 knowledge necessary for state employment; and

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8 BE IT FURTHER RESOLVED that the Department of Human
9 Resources Development is requested to submit a report to the
10 Legislature by January 1, 2024; and

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12 BE IT FURTHER RESOLVED that certified copies of this
13 Concurrent Resolution be transmitted to the Governor, Director
14 of Human Resources Development, and Director of Labor and
15 Industrial Relations.

