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Statement of
BRENNA H. HASHIMOTO
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Before the
HOUSE COMMITTEE ON FINANCE
Monday, February 27, 2023
1:30PM
State Capitol, Conference Room 308

In consideration of
**HB413 HD1, RELATING TO THE DEPARTMENT OF HUMAN RESOURCES
DEVELOPMENT**

Chair Yamashita, Vice Chair Kitagawa, and the members of the committee.

The Department of Human Resources Development (DHRD) is in **support** of HB413 HD1.

The purpose of this measure is to appropriate funds for the Department of Human Resources Development to retain the services of an online employment marketplace or networking platform to assist in recruiting employees for the State.

As state agencies struggle to fill vacancies due to turnover and retirements, DHRD needs to increase and expand recruitment initiatives and resources to attract individuals for positions within the Executive Branch. DHRD data indicates that there are over four thousand vacant positions within the Executive Branch. In addition to those vacancies, roughly 30 percent of our existing workforce is eligible to retire by June 30, 2027, further increasing an already high vacancy rate.

Due to fiscal and technological constraints, our current recruitment approach is limited to a wait and see method, posting open jobs on our website and waiting for qualified applicants to apply. There are various subscription-based online platforms DHRD could use to assist with recruitment, but each of these services comes at a cost.

If this measure is passed and funding is authorized, DHRD would be able to target recruitments for hard to fill, specialized, and higher-level management positions. With this funding, we would be able to increase visibility of our job postings to a wider audience, which in turn would expand the applicant pool. This would allow Executive Branch agencies to provide more resources and services to the residents of the State of Hawaii.

Thank you for the opportunity to provide testimony on this measure.