

MAR 07 2025

SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO MORE CLOSELY COOPERATE WITH THE HUMAN RESOURCES DEVELOPMENT UNITS ASSIGNED TO STATE AGENCIES COMPRISING THE STATE'S PUBLIC MENTAL HEALTH CARE SYSTEM TO DETERMINE THE NECESSARY ACTIONS TO EXPEDITE HIRING AND FILLING CRITICAL VACANCIES, INCLUDING SOLUTIONS TO ADDRESS THE OBSTACLES AND CHALLENGES UNIQUE TO THE MENTAL HEALTH CARE WORKFORCE.

1 WHEREAS, the workforce shortage affecting the State and its
2 agencies is the product of numerous identifiable problems and
3 challenges, including obsolete and unproductive recruiting and
4 hiring policies and practices; and

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6 WHEREAS, the quality of the State's public mental health
7 care system has diminished, in part due to hiring practices and
8 policies that make it challenging for state agencies to hire and
9 retain the skilled professionals essential to providing
10 effective mental health care services, which affects a range of
11 critical roles, ultimately undermining the system's ability to
12 meet the needs of the community; and

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14 WHEREAS, the Department of Health, Department of Human
15 Services, Department of Education, Department of Corrections and
16 Rehabilitation, the Judiciary, and other agencies that
17 constitute the Continuum of Care in the State are in desperate
18 need of support as high vacancy rates prevent these agencies
19 from meeting the increasing demand for mental health care
20 services; and

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22 WHEREAS, in addition to the challenges posed by the current
23 workforce shortage, the persisting stigmas surrounding mental
24 illnesses and mental health care discourage potential applicants
25 and limit the ability of these agencies to attract applicants;
26 and

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28 WHEREAS, providing care to individuals with serious mental
29 illnesses, emotional disorders, and potentially co-occurring
30 chronic conditions, is a challenging and exhausting occupation
31 that often causes workers to experience burnout, compassion



1 fatigue, post-traumatic stress, and the development or
2 exacerbation of other mental health conditions, which high
3 vacancy rates can accelerate or further exacerbate; and
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5 WHEREAS, it is critical that the State effectively recruit
6 and retain additional public mental health care system employees
7 to relieve current employees and deliver more effective mental
8 health care services in the State; now, therefore,
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10 BE IT RESOLVED by the Senate of the Thirty-third
11 Legislature of the State of Hawaii, Regular Session of 2025,
12 that the Department of Human Resources Development is requested
13 to more closely cooperate with the human resources development
14 units assigned to state agencies comprising the State's public
15 mental health care system to determine the necessary actions to
16 expedite hiring and filling critical vacancies, including
17 solutions to address the obstacles and challenges unique to the
18 mental health care workforce; and
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20 BE IT FURTHER RESOLVED that a certified copy of this
21 Resolution be transmitted to the Director of Human Resources
22 Development.
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OFFERED BY: 

