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## S.C.R. NO. 192

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## 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.

WHEREAS, the Thirtieth Legislature, 2019, concerned that the persistent vacancies in several executive branch departments would hinder critical government functions, established an administrative assistant position in the Department of Human Resources Development (DHRD) to facilitate and expedite the hiring and recruitment of civil service positions; and

WHEREAS, the vacancies persist, and the shortage of qualified applicants to fill critical positions will increase with the anticipated retirement of baby boomers in the next decade; and

WHEREAS, the State's ability to retain, recruit, and hire qualified employees is hindered by the State's current low unemployment rate; and

WHEREAS, industry studies report that the gap between the number of job vacancies and the number of viable candidates is higher in areas of need such as engineering, law enforcement, nursing, social work, legal services, maintenance or laborers, accounting, correctional services, mental health professionals, medical professionals, transportation services, and scientists; and

WHEREAS, the DHRD has expedited and improved hiring in a few departments under its modernization project, but continues to face challenges in filling vacant positions; and

## S.C.R. NO. 192

WHEREAS, the DHRD alone cannot provide the support needed to streamline the recruitment process and update the classification and compensation system, but instead requires the participation and cooperation of the other executive branch departments; and

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

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

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

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

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

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

fellows as potential employees, and training them so they meet the partner departments' qualifications to rapidly progress to journey level standards (and appropriate compensation); and

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BE IT FURTHER RESOLVED that these modernization "pathway programs" will test the framework for shifting and transforming transactional human resource services to better serve the needs of the Executive Branch departments; and

BE IT FURTHER RESOLVED that the Department of Human Resources Development is requested to submit to the Legislature a report of its findings and recommendations, including legislation and proposals for staffing and funding to implement these transformational programs no later than twenty days prior to the convening of the Regular Session of 2020; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Governor; Comptroller,; Chairperson of the Board of Agriculture; Attorney General; Director of Finance, Director of Business, Economic Development and Tourism; Director of Commerce and Consumer Affairs; Adjutant General; Chairperson of the Board of Education; Superintendent of Education; Chairperson of the Hawaiian Homes Commission; Director of Health; Director of Human Resources Development; Director of Human Services; Director of Labor and Industrial Relations; Chairperson of the Board of Land and Natural Resources; Director of Public Safety; Director of Taxation; Director of Transportation; President of the University of Hawaii System; and State Librarian.

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