

MAR 12 2021

SENATE CONCURRENT RESOLUTION

URGING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO
REEXAMINE THE QUALIFICATIONS FOR STATE POSITIONS THAT ARE
CURRENTLY VACANT AND REPLACE THE QUALIFICATION OF A
BACHELOR'S DEGREE WITH AN ASSOCIATE DEGREE OR CERTIFICATE,
WHERE APPLICABLE

1 WHEREAS, the State government has over 27,700 positions
2 that are currently vacant; and

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4 WHEREAS, the Department of Human Resources Development has
5 not conducted a review of these positions to verify whether
6 their job qualifications are current; and

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8 WHEREAS, the job qualifications listed for some of these
9 positions include a bachelor's degree, which may not be relevant
10 to or necessary for the performance of the duties of the
11 positions; and

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13 WHEREAS, there are apprenticeship programs that prepare
14 participants to enter and advance in the field of general office
15 administration within State government, such as the Office
16 Administrative Assistant Apprenticeship program established by
17 the University of Hawaii Honolulu Community College in
18 partnership with the Department of Human Resources Development
19 and Department of Labor and Industrial Relations; and

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21 WHEREAS, these apprenticeship programs:

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23 (1) Provide participants with technical and non-technical
24 skills that are appropriate for today's workplace and
25 on-the-job learning to develop the skills and
26 proficiencies necessary for the relevant occupation;
27 and
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29 (2) Evaluate the individual apprentice's skills
30 acquisitions through a combination of a specified



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1 number of hours of on-the-job learning and the
2 successful demonstration of competency, as described
3 in the work process schedule; and
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5 WHEREAS, upon satisfactory completion of the apprenticeship
6 programs, the participants may apply the work process and
7 related instruction hours to an associate degree or receive a
8 "Certification of Completion"; and
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10 WHEREAS, it is in the best interest of the State to fill
11 these vacant positions with qualified individuals, as doing so
12 will:
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- 14 (1) Have a direct positive impact on the availability and
15 quality of customer service provided to the public
16 through State agencies; and
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- 18 (2) Provide the people of Hawaii access to stable careers
19 with steady income, which is also in the State's best
20 interest; now, therefore,
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22 BE IT RESOLVED by the Senate of the Thirty-first
23 Legislature of the State of Hawaii, Regular Session of 2021, the
24 House of Representatives concurring, that the Department of
25 Human Resources Development is urged to reexamine the
26 qualifications for state positions that are currently vacant and
27 replace the requirement of a bachelor's degree with an associate
28 degree or certificate, where applicable; and
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30 BE IT FURTHER RESOLVED that the Department of Human
31 Resources Development is requested to submit a report to the
32 Legislature by January 1, 2022, with details on the state
33 positions of which job qualifications were amended; and
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35 BE IT FURTHER RESOLVED that certified copies of this
36 Concurrent Resolution be transmitted to the Governor and
37 Director of Human Resources Development.
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OFFERED BY:

