

MAR 12 2021

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# SENATE 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

12  
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

20  
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

28  
29           (2) Evaluate the individual apprentice's skills  
30 acquisitions through a combination of a specified  
31 number of hours of on-the-job learning and the  
32 successful demonstration of competency, as described  
33 in the work process schedule; and



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1  
 2 WHEREAS, upon satisfactory completion of the apprenticeship  
 3 programs, the participants may apply the work process and  
 4 related instruction hours to an associate degree or receive a  
 5 "Certification of Completion"; and

6  
 7 WHEREAS, it is in the best interest of the State to fill  
 8 these vacant positions with qualified individuals, as doing so  
 9 will:

- 10  
 11 (1) Have a direct positive impact on the availability and  
 12 quality of customer service provided to the public  
 13 through State agencies; and  
 14  
 15 (2) Provide the people of Hawaii access to stable careers  
 16 with steady income, which is also in the State's best  
 17 interest; now, therefore,

18  
 19 BE IT RESOLVED by the Senate of the Thirty-first  
 20 Legislature of the State of Hawaii, Regular Session of 2021,  
 21 that the Department of Human Resources Development is urged to  
 22 reexamine the qualifications for state positions that are  
 23 currently vacant and replace the requirement of a bachelor's  
 24 degree with an associate degree or certificate, where  
 25 applicable; and

26  
 27 BE IT FURTHER RESOLVED that the Department of Human  
 28 Resources Development is requested to submit a report to the  
 29 Legislature by January 1, 2022, with details on the state  
 30 positions of which job qualifications were amended; and

31  
 32 BE IT FURTHER RESOLVED that certified copies of this  
 33 Resolution be transmitted to the Governor and Director of Human  
 34 Resources Development.

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OFFERED BY: 