

---

## SENATE RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT AND THE STATE AGENCIES COMPRISING THE STATE'S PUBLIC MENTAL HEALTH CARE SYSTEM TO COOPERATE MORE CLOSELY TO DETERMINE THE NECESSARY ACTIONS TO EXPEDITE THE HIRING AND FILLING OF 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

5  
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, affecting a range of  
11 critical roles, ultimately undermining the system's ability to  
12 meet the needs of the community; and

13  
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

21  
22 WHEREAS, in addition to the challenges posed by the current  
23 workforce shortage, 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

27  
28 WHEREAS, providing care to individuals with serious mental  
29 illnesses, emotional disorders, and potentially co-occurring



1 chronic conditions, is a challenging and exhausting occupation  
2 that often causes workers to experience burnout, compassion  
3 fatigue, post-traumatic stress, and the development or  
4 exacerbation of other mental health conditions, which high  
5 vacancy rates can accelerate or further exacerbate; and  
6

7 WHEREAS, it is critical that the State effectively recruit  
8 and retain additional public mental health care system employees  
9 to relieve current employees and deliver more effective mental  
10 health care services in the State; now, therefore,  
11

12 BE IT RESOLVED by the Senate of the Thirty-third  
13 Legislature of the State of Hawaii, Regular Session of 2025,  
14 that the Department of Human Resources Development and the state  
15 agencies comprising the State's public mental health care system  
16 are requested to cooperate more closely to determine the  
17 necessary actions to expedite the hiring and filling of critical  
18 vacancies, including solutions to address the obstacles and  
19 challenges unique to the mental health care workforce; and  
20

21 BE IT FURTHER RESOLVED that a certified copy of this  
22 Resolution be transmitted to the Director of Human Resources  
23 Development, Director of Health, Director of Human Services,  
24 Superintendent of Education, Director of Corrections and  
25 Rehabilitation, and Chief Justice.

