

MAR 07 2025

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## SENATE CONCURRENT RESOLUTION

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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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1 WHEREAS, providing care to individuals with serious mental  
2 illnesses, emotional disorders, and potentially co-occurring  
3 chronic conditions, is a challenging and exhausting occupation  
4 that often causes workers to experience burnout, compassion  
5 fatigue, post-traumatic stress, and the development or  
6 exacerbation of other mental health conditions, which high  
7 vacancy rates can accelerate or further exacerbate; and  
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9 WHEREAS, it is critical that the State effectively recruit  
10 and retain additional public mental health care system employees  
11 to relieve current employees and deliver more effective mental  
12 health care services in the State; now, therefore,  
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14 BE IT RESOLVED by the Senate of the Thirty-third  
15 Legislature of the State of Hawaii, Regular Session of 2025, the  
16 House of Representatives concurring, that the Department of  
17 Human Resources Development is requested to more closely  
18 cooperate with the human resources development units assigned to  
19 state agencies comprising the State's public mental health care  
20 system to determine the necessary actions to expedite hiring and  
21 filling critical vacancies, including solutions to address the  
22 obstacles and challenges unique to the mental health care  
23 workforce; and  
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25 BE IT FURTHER RESOLVED that a certified copy of this  
26 Concurrent Resolution be transmitted to the Director of Human  
27 Resources Development.  
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OFFERED BY:  \_\_\_\_\_

