

MAR 09 2012

SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS AND
THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO DEVELOP A
TEN-YEAR ATTRITION AND DEVELOPMENT PLAN FOR EMPLOYEES OF
THE STATE.

1 WHEREAS, the Department of Labor and Industrial Relations
2 periodically determines shortage categories in key industries in
3 order to remain relevant and responsive to Hawaii's labor needs;
4 and

5
6 WHEREAS, the Department of Labor and Industrial Relations,
7 through its workforce development programs, identifies high-
8 demand areas for job growth and the need for skilled workers in
9 the next five and ten years; and

10
11 WHEREAS, the Legislature and Administration are attempting
12 to shift the economic makeup of the State to increase solvency
13 and resistance to the economic crisis; and

14
15 WHEREAS, the role of government in this initiative will
16 likely shift in response to the needs of the private sector and
17 Hawaii's citizens; and

18
19 WHEREAS, to execute new policy and direction, state
20 employees will require new skill sets, a thorough understanding
21 of new regulatory paradigms, experience, and responsiveness to
22 industry and public needs; and

23
24 WHEREAS, the mission of the Department of Human Resources
25 Development is to "provide timely and responsive leadership,
26 resources, and services to fully support the State in the
27 recruitment, management, and retention of a high-performing
28 workforce"; and

29



1 WHEREAS, the Department of Human Resources Development
2 maintains strict minimum requirements to ensure a quality state
3 employee workforce; and
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5 WHEREAS, these minimum qualifications act, in some ways, as
6 a deterrent to the recruitment of young professionals by setting
7 experience requirements achievable only by employees who have
8 been in the workforce for an extended amount of time; and
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10 WHEREAS, the baby boomer generation, which possess a wealth
11 of institutional knowledge, is approaching retirement age; and
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13 WHEREAS, the development of a young professional core will
14 bridge the gap between workforce generations and ensure the
15 retention and perpetuation of institutional knowledge; and
16

17 WHEREAS, the Legislature, Administration, and the citizens
18 of the State of Hawaii are all striving to create an efficient
19 and open government; and
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21 WHEREAS, developing a highly trained workforce of state
22 employees that is responsive to business and the public alike
23 will instill public trust with the knowledge that state
24 employees are highly trained and qualified; and
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26 WHEREAS, a government of the people should be staffed and
27 maintained by public employees representative of the diversity
28 of its citizens; now, therefore,
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30 BE IT RESOLVED by the Senate of the Twenty-sixth
31 Legislature of the State of Hawaii, Regular Session of 2012, the
32 House of Representatives concurring, that the Director of Labor
33 and Industrial Relations and the Director of Human Resources
34 Development are requested to submit a ten-year attrition and
35 development plan for state employees to the Legislature to
36 provide for the continued operation of government for the ten-
37 year period beginning 2014 and ending 2024; and
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39 BE IT FURTHER RESOLVED that the development of this plan
40 may include but not be limited to the following:
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42 (1) Public employee feedback;
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44 (2) Identification of key shortage positions;



- 1
- 2 (3) Attrition plans for positions whose services may
- 3 become automated;
- 4
- 5 (4) Development of basic curricula for entering employees;
- 6
- 7 (5) Partnership and feedback from possible affected
- 8 agencies, including but not limited to the Department
- 9 of Budget and Finance, University of Hawaii, and the
- 10 Hawaii Government Employees Association;
- 11
- 12 (6) Succession planning for management positions;
- 13
- 14 (7) Identification of current key competencies by position
- 15 and evaluation of the relevance of the skill moving
- 16 forward;
- 17
- 18 (8) Identification of key competencies by position
- 19 currently lacking and necessary for future
- 20 implementation of government;
- 21
- 22 (9) Identification of the demographics of current state
- 23 employees and the shift in demographics over a ten-
- 24 year period;
- 25
- 26 (10) Analysis of the projected retirement of the current
- 27 state workforce;
- 28
- 29 (11) Recruitment efforts to assure a diverse workforce; and
- 30
- 31 (12) Training and professional development opportunities to
- 32 encourage retention; and
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34 BE IT FURTHER RESOLVED that a report on the progress of the
35 ten-year attrition and development plan for state employees be
36 submitted to the Legislature no later than thirty days prior to
37 the convening of the Regular Session of 2013, and a final report
38 containing the plan be submitted to the Legislature no later
39 than twenty days prior to the convening of the Regular Session
40 of 2014; and

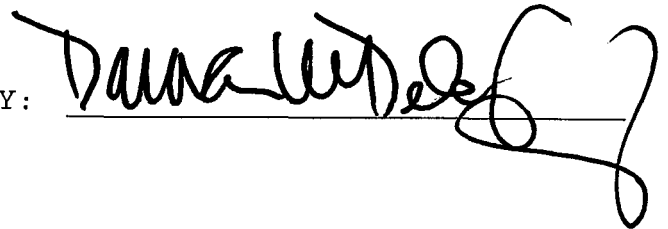
41
42 BE IT FURTHER RESOLVED that certified copies of this
43 Concurrent Resolution be transmitted to the Governor and the



1 Directors of Labor and Industrial Relations and Human Resources
2 Development.

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OFFERED BY:

A handwritten signature in black ink, written over a horizontal line. The signature is cursive and appears to read 'Dana W. DeLoach'.

