

HOUSE OF REPRESENTATIVES  
 TWENTY-THIRD LEGISLATURE, 2005  
 STATE OF HAWAII

H.C.R. NO. 265  
 H.D. 1

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## HOUSE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT TO  
 REINSTATE THE SOCIAL WORKER SERIES IN ITS CLASSIFICATION  
 AND COMPENSATION PLAN.

1           WHEREAS, in 2003, the Department of Human Resources  
 2 Development (DHRD) conducted a Social Worker Occupational Study  
 3 to address the increasing demand for human services, the finite  
 4 number of social workers, and a lack of alternative occupational  
 5 options within the state system to meet the demand; and

6  
 7           WHEREAS, the Social Worker Occupational Study found that  
 8 there was a vacancy rate of approximately 19 percent in social  
 9 work positions as of December 2003; and


10  
 11           WHEREAS, state departments with social worker positions,  
 12 specifically, the Department of Human Services, Department of  
 13 Health, Department of Education, and Department of Public  
 14 Safety, reported that the existing social worker classification  
 15 system did not meet their needs; and

16  
 17           WHEREAS, DHRD authorized the elimination of the social  
 18 worker series and replaced it with a new human services  
 19 professional series as of May 1, 2004; and

20  
 21           WHEREAS, Hawaii continues to experience a shortage of  
 22 social workers with bachelor's and master's degrees in social  
 23 work to provide services within the executive branch; and

24  
 25           WHEREAS, the shortage of social workers is of concern  
 26 because necessary services may be provided but by staff with  
 27 lesser qualifications, or may be assigned to qualified staff who  
 28 are already carrying full caseloads, which will, in turn, create  
 29 more turnover; and

I do hereby certify that the within document  
 is a full, true and correct copy of the original  
 on file in this office.

  
 Chief Clerk  
 House of Representatives  
 State of Hawaii

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1 WHEREAS, eliminating the social worker series effectively  
2 downgraded professionally educated social workers and devalued  
3 the expertise they bring to working with at-risk populations;  
4 and

5  
6 WHEREAS, declassification will likely dampen demand for  
7 those with social work degrees in public agencies; and

8  
9 WHEREAS, the social worker classification should be  
10 retained for use by those with degrees from institutions  
11 accredited by the Council on Social Work Education or the  
12 Western Association of Schools and Colleges, or a comparable  
13 regional body; and

14  
15 WHEREAS, the demand for social workers will continue to  
16 grow across the program areas of child welfare, developmental  
17 disabilities, mental health, and school social work, as the  
18 population grows, diversifies, and ages; and

19  
20 WHEREAS, a major source of this shortage is the limited  
21 number of individuals pursuing degrees in social work in Hawaii,  
22 despite the increasing demand for social services; and

23  
24 WHEREAS, the limited number of social work graduates  
25 pursuing employment within the executive branch may be  
26 attributable to working conditions such as high caseloads; and

27  
28 WHEREAS, the Legislature recognizes the need to  
29 comprehensively and effectively address the long-standing  
30 problem of the shortage of social workers in Hawaii; and

31  
32 WHEREAS, the Legislature supports the re-establishment of  
33 the social worker series and revised minimum qualifications to  
34 require that persons possess a bachelors, masters, or doctoral  
35 degree in social work from a program accredited by the Council  
36 on Social Work Education or, the Western Association of Schools  
37 and Colleges, or a comparable regional accreditation body; and

38  
39 WHEREAS, the Legislature recognizes the important role of  
40 social workers in providing vital services to the people of  
41 Hawaii and supports the state in showing a preference to hire  
42 social workers in the provision of social services to the  
43 public; now, therefore,



1 BE IT RESOLVED by the House of Representatives of the  
2 Twenty-third Legislature of the State of Hawaii, Regular Session  
3 of 2005, the Senate concurring, that DHRD is requested to  
4 develop a plan, in cooperation with the key stakeholders,  
5 regarding the implementation of a separate series for social  
6 workers to include persons who possess a social work degree from  
7 an accredited social work program and a human services  
8 professional series for persons who do not possess a social work  
9 degree; and

10  
11 BE IT FURTHER RESOLVED that DHRD shall develop its plan  
12 through consultation and coordination with the Hawaii Chapter of  
13 the National Association of Social Workers, University of Hawaii  
14 School of Social Work, Hawaii Pacific University School of  
15 Social Work, Brigham Young University School of Social Work,  
16 Hawaii Government Employees Association, Department of  
17 Education, Department of Health, Department of Human Services,  
18 and any other affected department or agency; and

19  
20 BE IT FURTHER RESOLVED that the plan shall call for and  
21 allow the transition of persons without social work degrees but  
22 who are in positions that were reallocated from the social  
23 worker series to the social worker/human service professional  
24 series and are still called social workers to obtain a social  
25 work degree by July 1, 2010; and

26  
27 BE IT FURTHER RESOLVED that the plan shall call for and  
28 allow the transition of persons without social work degrees by  
29 July 1, 2010, to be placed in the human services professional  
30 series; and

31  
32 BE IT FURTHER RESOLVED that the plan may also examine the  
33 intent of the Legislature to require licensure for social  
34 workers employed by the executive branch and appropriate  
35 compensation for those who are licensed; and

36  
37 BE IT FURTHER RESOLVED that the plan shall not include  
38 reclassification of social worker positions previously  
39 reclassified as part of the parole officer series and the child  
40 and adult protective services specialist series; and

41  
42 BE IT FURTHER RESOLVED that the plan shall not apply to the  
43 Judiciary, the Hawaii Health Systems Corporation, or the  
44 counties; and



1 BE IT FURTHER RESOLVED that DHRD shall submit a report to  
2 the Legislature no later than 20 days prior to the convening of  
3 the Regular Session of 2006, which shall include the plan to  
4 implement separate social worker and human services professional  
5 series; and

6  
7 BE IT FURTHER RESOLVED that certified copies of this  
8 Concurrent Resolution be transmitted to the Director of Human  
9 Resources Development, Director of Health, Director of Human  
10 Services, Director of Public Safety, Chairperson of the Board of  
11 Education, Superintendent of Education, Deans of the Schools of  
12 Social Work of the University of Hawaii, Brigham Young  
13 University at Hawaii, and Hawaii Pacific University, the Hawaii  
14 Government Employees Association, and the Executive Director of  
15 the Hawaii Chapter of the National Association of Social  
16 Workers.

