

EXECUTIVE ORDER NO. 25-02

(Operation Hire Hawai'i: A Workforce Transition Initiative)

By the authority vested in me by the Constitution and laws of the State of Hawai'i, in order to strengthen the State's workforce, uphold the values of public service, and ensure that experienced professionals can continue contributing to the public good, I, JOSH GREEN, M.D., Governor of the State of Hawai'i, hereby declare and order as follows:

WHEREAS, the State of Hawai'i has a long-standing commitment to ensuring a robust, diverse, and highly skilled workforce in its public sector to support the well-being of its residents and the effective delivery of government services; and

WHEREAS, the federal government, through a series of executive actions, has implemented policies that have resulted in the reduction of federal workforce positions, displacement of highly qualified civil servants and employees of similarly impacted organizations which rely on federal funding, and the rollback of critical programs in areas such as climate policy, public health, and social equity; and

WHEREAS, many of the displaced employees possess specialized expertise in areas of great importance to Hawai'i, including environmental protection, public health, infrastructure development, cybersecurity, and economic policy, which align with the strategic priorities of the State; and

WHEREAS, the recruitment of skilled professionals who have been impacted by federal funding cuts presents an opportunity for Hawai'i to strengthen its workforce, enhance the capacity of state government agencies, and fill critical skill gaps in state operations; and

WHEREAS, ensuring that these displaced employees have access to employment opportunities in Hawai'i aligns with the State's commitment to workforce equity, economic stability, and fostering a government that reflects the values of transparency, efficiency, respect, and public service; and

WHEREAS, the integration of these experienced employees into Hawai'i's public sector will accelerate the State's efforts in advancing key initiatives, including climate resilience, economic diversification, digital modernization, social justice programs, housing and homelessness, and providing vital government services to Hawai'i residents; and

WHEREAS, it is in the best interest of the State of Hawai'i to develop targeted programs, streamline hiring processes, and create pathways to ensure the seamless recruitment and retention of these employees affected by the shifting priorities of the federal administration.

NOW, THEREFORE, I, JOSH GREEN, M.D., Governor of the State of Hawai'i, pursuant to my authority under the Constitution and laws of the State of Hawai'i — including, but not limited to, article XVI, section 1 of the Hawai'i Constitution, and sections 76 and 78, Hawai'i Revised Statutes (HRS) — do hereby declare collective actions to strengthen the State's workforce by supporting the recruitment of employees displaced by executive actions of the federal government, and do hereby order the following:

1. State Agency Recruitment Efforts:

- a. All State departments and agencies shall prioritize the recruitment of displaced employees for existing vacancies where applicable expertise aligns with State needs.
- b. The Department of Human Resources Development (HRD) shall develop expedited hiring mechanisms, including streamlined applications and fast-track credential evaluations, to facilitate the transition of displaced employees into State service.

2. Creation of a Special Hiring Initiative:

- a. HRD shall establish a targeted workforce transition program called Operation Hire Hawai'i (OH-HI) to provide outreach, job placement assistance, and career transition support for employees seeking State employment.
- b. This program shall include designated points of contact in State agencies to assist applicants and ensure fair consideration of their experience and credentials.

3. Strategic Partnerships for Workforce Integration:

- a. The State shall collaborate with labor unions, professional associations, and educational institutions to promote State job opportunities, provide outreach to their members, and assist displaced employees transitioning to State service.

- b. These partnerships shall focus on areas of high need, including public health, climate change policy, infrastructure planning, technology modernization, disaster resilience, and housing and homelessness.

4. Flexible Hiring and Credential Recognition:

- a. Agencies shall review job requirements, and where appropriate, adjust recruitment strategies, to ensure that relevant experience is fully recognized and credited in hiring decisions.
- b. The State shall explore the implementation of alternative pathways, such as direct appointments and temporary-to-permanent employment programs, to facilitate the swift onboarding of employees.

5. Retention and Career Growth Support:

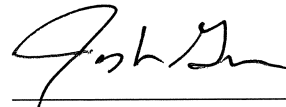
- a. Agencies, with the support of HRD, shall implement mentorship and career development programs to support newly hired employees in adapting to State service.
- b. Agencies shall identify pathways for career advancement and leadership opportunities to maximize the contributions of employees to the State's long-term goals.
- c. Agencies shall work with the Department of Budget and Finance to identify funding opportunities to support this initiative.

6. Accountability and Reporting:

- a. HRD shall provide quarterly reports to the Governor's Office on the progress of this initiative, including the number of employees recruited, retention rates, and program effectiveness.
- b. Agencies shall submit to HRD workforce needs assessments to ensure alignment between displaced talent and state workforce demands.

IT IS FURTHER ORDERED that this Executive Order shall take effect immediately and remain in force unless modified or rescinded by a subsequent Executive Order.

DONE at the State Capitol, in the City and County of Honolulu, this 18th day of February, 2025.



JOSH GREEN, M.D.
Governor of Hawai'i

APPROVED AS TO FORM:

Anne E. Lopez

ANNE E. LOPEZ
Attorney General