



State of Hawai'i  
Department of Education

# **Annual Report on Enhanced Electronic Human Resources**

October 2024

Act 248, Session Laws of Hawai'i 2022, requires the Hawai'i State Department of Education (Department) to annually report on a plan to institute an enhanced electronic human resources system.

## **Enhanced Electronic Human Resources**

The Hawai'i State Department of Education (Department) is committed to the electronic human resources initiative and via a neutral facilitator, is assessing the most expeditious and efficient path forward that supports the needs and perspectives of the system user groups.

This year, the Department solicited input from the system user groups, which include subject matter experts from the Office of Fiscal Services, the Office of Talent Management, and the Office of Information Technology Services, to identify areas that need improvement by successfully documenting the existing workflow for managing and tracking full-time positions. The Department has identified initial challenges and potential solutions which include plans to utilize a single identifier for each position to assist with accurate accounting and tracking of appropriated and unappropriated positions.

In 2025, the Department will actively engage with the system user groups to define the specific requirements for a new electronic human resources solution. This collaborative process will ensure the development of a system capable of generating user-friendly, real-time reports that effectively meet the needs of both internal and external decision makers. Furthermore, the Department will establish a timeline and cost estimate for system implementation.