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# A BILL FOR AN ACT

RELATING TO WORKFORCE DEVELOPMENT.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. Chapter 78, Hawaii Revised Statutes, is amended  
2 by adding a new part to be appropriately designated and to read  
3 as follows:

4                           **"PART . OFFICE OF TALENT MANAGEMENT**

5           **§78- Definitions.** For purposes of this part, unless  
6 the context clearly requires otherwise:

7           "Administrator" means the talent management administrator.

8           "Department" means the department of human resources  
9 development.

10           "Director" means the director of human resources  
11 development or the director's designee.

12           "Office" means the office of talent management in the  
13 department of human resources development.

14           "State agency" means any department enumerated in section  
15 26-4 except the University of Hawaii.

16           **§78- Administration.** The department shall be  
17 responsible for the administration of this part. The director  
18 may delegate to any person within the department the power and



1 authority vested in this part as the director deems reasonable  
2 and proper for the effective administration of this part;  
3 provided that the director shall not delegate the power to adopt  
4 rules.

5       **§78- Office of talent management established;**  
6 **administrator and staff.** There is established within the  
7 department the office of talent management. The head of the  
8 office shall be known as the talent management administrator.  
9 The administrator shall be appointed by the director without  
10 regard to chapters 76 and 89 and shall be compensated at a  
11 salary level set by the director. The administrator shall be  
12 included in any benefit program generally applicable to the  
13 officers and employees of the State. The administrator may hire  
14 staff, as necessary, pursuant to chapters 76 and 89.

15       **§78- General functions; powers and duties.** The office  
16 of talent management shall be responsible for designing and  
17 facilitating state initiatives in the areas of talent  
18 administration, professional development, performance  
19 management, and leadership enterprise. To carry out these  
20 responsibilities, the office may:



- 1 (1) Consult with state agencies to develop and implement  
2 standards and tools necessary to assess individual and  
3 organizational productivity and performance;
- 4 (2) Conduct comprehensive needs assessments in  
5 collaboration with state agencies to evaluate  
6 competencies required for successful job performance  
7 and to sustain a high performing workforce;
- 8 (3) Identify, develop, conduct, and coordinate learning  
9 and development plans and programs to provide  
10 instruction and training necessary to improve  
11 individual job performance and furnish state agencies  
12 with a high performing workforce;
- 13 (4) Assist state agencies in developing targeted results  
14 to assess whether organizational goals and objectives  
15 are being achieved;
- 16 (5) Adopt rules in accordance with chapter 91, procedures,  
17 instructions, and forms as are necessary to carry out  
18 the functions, powers, and duties of the office; and
- 19 (6) Perform other duties as may be necessary to fulfill  
20 the office's responsibilities.

21 **§78- Cooperation from state agencies.** (a) The  
22 administrator may request and shall be entitled to receive from



1 any state agency, the assistance, services, facilities, and data  
2 that the administrator deems necessary to carry out the duties  
3 of the office.

4 (b) Each state agency shall cooperate with the office by  
5 designating a staff person to coordinate the agency's efforts to  
6 comply with this part."

7 SECTION 2. Chapter 78, Hawaii Revised Statutes, is amended  
8 by designating sections 78-1 to 78-53 as part I and inserting a  
9 title before section 78-1 to read as follows:

10 "PART I. GENERAL PROVISIONS"

11 SECTION 3. There is appropriated out of the general  
12 revenues of the State of Hawaii the sum of \$350,000 or so much  
13 thereof as may be necessary for fiscal year 2014-2015 for the  
14 establishment of the office of talent management.

15 The sum appropriated shall be expended by the department of  
16 human resources development for the purposes of this Act.

17 SECTION 4. New statutory material is underscored.

18 SECTION 5. This Act shall take effect on July 1, 2014.



**Report Title:**

Office of Talent Management; Human Resources; Appropriation

**Description:**

Establishes the office of talent management within the Department of Human Resources Development to design and facilitate state initiatives in talent administration, professional development, performance management, and leadership enterprise. Appropriates funds. Effective July 1, 2014.  
(HB1957 HD1)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

