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January 23, 2014

TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT

For Hearing on Friday, January 24, 2014
8:30 a.m., Conference Room 309

BY

BARBARA A. KRIEG
DIRECTOR

House Bill No. 1957
Relating to Workforce Development

TO CHAIRPERSON MARK NAKASHIMA AND MEMBERS OF THE COMMITTEE:

Thank you for the opportunity to provide testimony on H.B. 1957. The measure seeks to establish the Office of Talent Management within the Department of Human Resources Development to design and facilitate state initiatives in the areas of talent administration, professional development, performance management and leadership enterprise. It further authorizes the talent management administrator to receive from any state agency the assistance, services, facilities, and data the administrator deems necessary to carry out the duties of the office.

The Department of Human Resources Development **strongly supports** this bill. We believe the proposed Office of Talent Management will provide a vital resource to the State of Hawaii as an employer, enabling it to keep up with the needs of an ever changing workforce.

Employers across the state are faced with a dwindling pool of highly skilled

workers. The ability to attract and retain good employees is critical to any employer's success. Managers who fail to effectively develop and motivate their workers can be a large reason why personnel leave an organization. However, in many cases, supervisors have not been provided with the training necessary to develop the competencies critical to becoming a successful manager. If the Office of Talent Management is established, it can greatly alleviate this problem by implementing a comprehensive, integrated curriculum of management development for administrators, managers and supervisors employed by the State of Hawaii.

At the same time, a new generation of workers expects their employer to provide them not only with the training, tools and equipment necessary to properly perform their jobs but also training which will enable them to keep up with the technology and skills being utilized by their counterparts. Employers who lag behind in this area could face the daunting prospect of having to constantly recruit due to high employee turnover. The Office of Talent Management would support the State's retention of its human resources by identifying, developing and conducting learning and development programs to furnish state employees with the expertise they require while also providing state departments with a highly skilled workforce. This could include, for example, internship, apprentice and mentoring programs.

Lastly, the Office of Talent Management would assist state agencies in identifying employees who exhibit the traits and abilities that are the hallmark of a successful leader. The agency would then work in collaboration with the Office of Talent Management to provide these potential managerial candidates with the knowledge and skills that could lead to a productive career in management. By taking this proactive approach and recognizing talented employees at an early stage, the goal is to continually cultivate new classes of leaders, thus ensuring that the long-term leadership needs for the State and its workforce are met.

As set forth above, the Office of Talent Management can play a critical role in the development and retention of the State's human resources. We strongly support its

establishment within the Department of Human Resources Development and respectfully request that this committee pass H.B. 1957. Thank you for the opportunity to testify on this measure.

yamashita1

LATE

From: mailinglist@capitol.hawaii.gov
Sent: Friday, January 24, 2014 8:45 AM
To: LABtestimony
Cc: amybrinker@mac.com
Subject: *Submitted testimony for HB1957 on Jan 24, 2014 08:30AM*

HB1957

Submitted on: 1/24/2014

Testimony for LAB on Jan 24, 2014 08:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Amy Brinker	Individual	Support	No

Comments:

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