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March 31, 2017

TO: The Honorable Senator Jill N. Tokuda, Chair  
Senate Committee on Ways and Means

FROM: Pankaj Bhanot, Director

SUBJECT: **SB 714 SD1 HD1 – RELATING TO JOB TRAINING**

Hearing: March 31, 2017, 3:00 p.m.  
Conference Room 308, State Capitol

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) supports the intent of this measure which is to promote and facilitate succession planning through a job shadowing pilot project administered by the Department of Human Resources Development (DHRD), and provides comments. DHS defers to DHRD regarding implementation and other issues DHRD identifies.

**PURPOSE:** The purpose of the bill is to enable existing state employees a chance to train for promotional opportunities prior to the retirement of the incumbent. Although DHS is supportive of this measure, it is anticipated that there may be challenges related to the selection of job shadowing candidates in light of collective bargaining concerns related to pre-selection of candidates. With that in mind, we would also support a pilot project to enable departments to recruit and fill select positions up to 6 months prior to the separation of the retiring incumbent, subject to available funding.

Thank you for the opportunity to testify on this bill.



**HAWAII GOVERNMENT EMPLOYEES ASSOCIATION**  
AFSCME Local 152, AFL-CIO

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The Twenty-Ninth Legislature, State of Hawaii  
House of Representatives  
Committee on Finance

Testimony by  
Hawaii Government Employees Association

March 31, 2017

S.B. 714, S.D. 2, H.D. 1 – RELATING TO JOB TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO conceptually supports the intent of S.B. 714, S.D. 2, H.D. 1 which establishes a pilot program where employees can shadow supervisors and receive supervisory and leadership training.

The projected number of eligible retirees within state government is staggering and will have a dramatic impact on services; therefore, steps must be taken now to better prepare the next generation of employees. As written, S.B. 714, S.D. 2, H.D. 1 creates a pilot program to enable existing employees to shadow and train for supervisory positions; however, there are no specific criteria for the selection of the departmental program, supervisor candidates, shadow supervisors, or the shadowing program. While we can conceptually support this measure to encourage dialogue about succession planning, we respectfully request that prior to implementation, the Employer consult with the Exclusive Representatives to ensure equal opportunities for the state's entire workforce, and not just a select few.

Thank you for the opportunity to testify in support of the measure.

Respectfully submitted,

Randy Perreira  
Executive Director