

SB 714, SD2

Relating to Job Training

LAB, FIN

SB714 SD2



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Measure Title: RELATING TO JOB TRAINING.

Report Title: Job Training; Supervisory Experience; Shadow; Retirement; Appropriation (\$)

Description: Establishes a pilot program where candidates for promotion to supervisor or professional positions can shadow supervisors and professionals and receive supervisory and leadership training. Appropriates funds. Takes effect 1/7/2059. (SD2)

Companion:

Package: None

Current Referral: LAB, FIN

Introducer(s): TOKUDA

Sort by Date		Status Text
1/20/2017	S	Introduced.
1/23/2017	S	Passed First Reading.
1/23/2017	S	Referred to JDL, WAM.
2/1/2017	S	The committee(s) on JDL has scheduled a public hearing on 02-07-17 9:00AM in conference room 016.
2/7/2017	S	The committee(s) on JDL recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in JDL were as follows: 4 Aye(s): Senator(s) Keith-Agaran, K. Rhoads, Kim, L. Thielen; Aye(s) with reservations: none ; 0 No(es): none; and 1 Excused: Senator(s) Gabbard.
2/13/2017	S	Reported from JDL (Stand. Com. Rep. No. 148) with recommendation of passage on Second Reading, as amended (SD 1) and referral to WAM.
2/13/2017	S	Report adopted; Passed Second Reading, as amended (SD 1) and referred to WAM.
2/17/2017	S	The committee(s) on WAM has scheduled a public hearing on 02-21-17 10:05AM in conference room 211.

2/21/2017	S	The committee(s) on WAM deferred the measure until 02-22-17 9:25AM in conference room 211.
2/22/2017	S	The committee(s) on WAM recommend(s) that the measure be PASSED, WITH AMENDMENTS. The votes in WAM were as follows: 10 Aye(s): Senator(s) Tokuda, Dela Cruz, English, Harimoto, Inouye, K. Kahele, Riviere, Shimabukuro, Taniguchi, Wakai; Aye(s) with reservations: none ; 0 No(es): none; and 1 Excused: Senator(s) Galuteria.
3/3/2017	S	Reported from WAM (Stand. Com. Rep. No. 885) with recommendation of passage on Third Reading, as amended (SD 2).
3/3/2017	S	48 Hrs. Notice 03-07-17.
3/7/2017	S	Report adopted; Passed Third Reading, as amended (SD 2). Ayes, 25; Aye(s) with reservations: none . Noes, 0 (none). Excused, 0 (none). Transmitted to House.
3/7/2017	H	Received from Senate (Sen. Com. No. 243) in amended form (SD 2).
3/9/2017	H	Pass First Reading
3/9/2017	H	Referred to LAB, FIN, referral sheet 27
3/17/2017	H	Bill scheduled to be heard by LAB on Tuesday, 03-21-17 10:00AM in House conference room 309.

A BILL FOR AN ACT

RELATING TO JOB TRAINING.

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

1 SECTION 1. The legislature finds that there is a rising
2 number of eligible retirees within the various departments of
3 state government. According to the department of human
4 resources development's "State of Hawaii Executive Branch
5 Workforce Profile" report, as of fiscal year 2016, the number of
6 eligible retirees within the state executive workforce are as
7 follows:

- 8 (1) Department of human resources development-administered
9 personnel system: 2,484 out of 14,744 (16.8%);
10 (2) Department of education: 2,551 out of 21,841 (11.7%);
11 (3) University of Hawaii: 1,382 out of 7,563 (18.3%); and
12 (4) Hawaii health systems corporation: 307 out of 3,876
13 (7.9%).

14 According to the same report, the projected number of
15 eligible retirees by 2021 are expected to increase to:

- 16 (1) Department of human resources development-administered
17 personnel: 4,986 (33.8%);



- 1 (2) Department of education: 5,662 (25.9%);
2 (3) University of Hawaii: 2,504 (33.1%); and
3 (4) Hawaii health systems corporation: 834 (21.5%).

4 The legislature further finds that, for some departments,
5 the percentage of eligible retirees is over twenty per cent of
6 their workforce. Furthermore, that number is expected to
7 steadily increase over the next five years, up to over forty per
8 cent in some cases. In the case of the department of human
9 resources development in particular, the percentage of eligible
10 retirees is expected to rise to 48.8% by 2021.

11 The legislature further finds that given the high number of
12 eligible retirees within the current workforce, there is a
13 pressing need to prepare the next generation of workers to take
14 over, especially at the supervisory level.

15 The purpose of this Act is to establish a supervisory and
16 professional job shadowing pilot project under the department of
17 human resources development for leadership and supervisory
18 training in an effort to stabilize the workforce & ensure the
19 transfer of essential skills and institutional knowledge.

20 SECTION 2. (a) The department of human resources
21 development shall establish and implement a supervisory and



1 professional job shadowing pilot project to enable existing
2 state employees who are candidates for promotion to supervisory
3 or professional positions, for which the incumbents are close to
4 retirement, to train for those positions by shadowing the
5 incumbents.

6 (b) The pilot project shall include:

7 (1) Criteria such as a minimum time period for the job
8 shadowing term and an evaluation using a standardized
9 evaluation instrument to determine each participant's
10 performance in the job shadowing program; and

11 (2) Supervisory or leadership training, conducted by the
12 department of human resources development, for the
13 participants.

14 (c) The director of human resources development shall
15 select a department to implement the pilot project.

16 (d) The department of human resources development may
17 establish temporary part-time positions that may be necessary
18 when any current state employee, as part of the supervisory and
19 professional job shadowing pilot project, shadows any incumbent
20 of a supervisory position; provided that the temporary part-time
21 positions shall either be:



1 (1) Positions filled by current state employees to
2 temporarily shadow incumbents; or
3 (2) Positions in which temporary employees perform the
4 duties of current state employees who are temporarily
5 shadowing incumbent supervisors;
6 provided further that a current full-time state employee's
7 occupancy of a temporary supervisor position for the purposes of
8 this section shall not reduce the health, retirement, fringe, or
9 other benefits to which the employee is already entitled.

10 (e) The pilot project shall commence on July 1, 2017, and
11 shall terminate on June 30, 2022.

12 (f) The department of human resources development shall
13 submit a report of its findings and recommendations, including
14 any proposed legislation, to the legislature no later than
15 twenty days prior to the convening of the regular session of
16 2023. The report shall include a recommendation on whether the
17 pilot project should be made permanent, modified, or terminated.

18 SECTION 3. There is appropriated out of the general
19 revenues of the State of Hawaii the sum of \$ or so
20 much thereof as may be necessary for fiscal year 2017-2018 and
21 the same sum or so much thereof as may be necessary for fiscal



1 year 2018-2019 for the purposes of the supervisory and
2 professional job shadowing pilot project.

3 The sums appropriated shall be expended by the department
4 of human resources development for the purposes of this Act.

5 SECTION 4. This Act shall take effect on January 7, 2059.



Report Title:

Job Training; Supervisory Experience; Shadow; Retirement;
Appropriation

Description:

Establishes a pilot program where candidates for promotion to supervisor or professional positions can shadow supervisors and professionals and receive supervisory and leadership training. Appropriates funds. Takes effect 1/7/2059. (SD2)

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



DAVID Y. IGE
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DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

March 17, 2017

**TESTIMONY TO THE
HOUSE COMMITTEE ON LABOR & PUBLIC
EMPLOYMENT**

For Hearing on Tuesday, March 21, 2017
10:00 a.m., Conference Room 309

By

JAMES K. NISHIMOTO
DIRECTOR

**Senate Bill No. 714, SD 2
Relating to Job Training**

CHAIRPERSON JOHANSON AND VICE CHAIR HOLT AND MEMBERS OF THE
SENATE COMMITTEE ON WAYS AND MEANS:

The Department of Human Resources Development ("DHRD") **HAS CONCERNS** with, but **APPRECIATES THE INTENT** of S.B. 714, SD 2, which establishes a pilot program where supervisor candidates can shadow supervisors and receive supervisory and leadership training.

The guidelines set down in the proposed legislation may have impacts on the Merit Principle and related Collective Bargaining Agreements as set forth by statute.

Thank you for the opportunity to testify on this measure.

SB 714, SD2

Late Testimony



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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LATE

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The Twenty-Ninth Legislature, State of Hawaii
House of Representatives
Committee on Labor and Public Employment

Testimony by
Hawaii Government Employees Association

March 21, 2017

S.B. 714, S.D. 2 – 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 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 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

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From: mailinglist@capitol.hawaii.gov
Sent: Tuesday, March 21, 2017 8:01 AM
To: LABtestimony
Cc: suzy.okino@gmail.com
Subject: *Submitted testimony for SB714 on Mar 21, 2017 10:00AM*

SB714

Submitted on: 3/21/2017
Testimony for LAB on Mar 21, 2017 10:00AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
Suzy Okino	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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