
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: 4,484 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%);
18 (2) Department of education: 5,662 (25.9%);



1 (3) University of Hawaii: 2,504 (33.1%); and
2 (4) Hawaii health systems corporation: 834 (21.5%).
3 The legislature further finds that, for some departments,
4 the percentage of eligible retirees is over twenty per cent of
5 their workforce. Furthermore, that number is expected to
6 steadily increase over the next five years, up to over forty per
7 cent in some cases. In the case of the department of human
8 resources development in particular, the percentage of eligible
9 retirees is expected to rise to 48.8% by 2021.

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

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

19 SECTION 2. (a) The department of human resources
20 development shall establish and implement a supervisory and
21 professional job shadowing pilot project to enable existing



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

5 (b) The pilot project shall include:

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

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

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

15 (d) The pilot project shall commence on July 1, 2017, and
16 shall terminate on June 30, 2022.

17 (e) The department of human resources development shall
18 submit a report of its findings and recommendations, including
19 any proposed legislation, to the legislature no later than
20 twenty days prior to the convening of the regular session of



1 2023. The report shall include a recommendation on whether the
2 pilot project should be made permanent, modified, or terminated.

3 SECTION 3. There is appropriated out of the general
4 revenues of the State of Hawaii the sum of \$ or so
5 much thereof as may be necessary for fiscal year 2017-2018 and
6 the same sum or so much thereof as may be necessary for fiscal
7 year 2018-2019 to fund stipends for the supervisory candidates
8 to receive while participating in the program and remaining in
9 their current positions and for full-time equivalent
10 (FTE) temporary positions for supervisory candidates to
11 occupy while shadowing supervisors.

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

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

15



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. (SD1)

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