

DAVID Y. IGE  
GOVERNOR



RYKER WADA  
INTERIM DIRECTOR

JASON MINAMI  
DEPUTY DIRECTOR

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

March 28, 2018

TESTIMONY TO THE HOUSE COMMITTEE ON FINANCE  
For hearing on Wednesday, March 28, 2018  
4:00 p.m., Conference Room 308

By

Ryker Wada  
Interim Director

Senate Bill No. 2363, S.D. 2, H.D. 1  
Relating to Job Training

**(WRITTEN ONLY)**

CHAIRPERSON LUKE, VICE CHAIR CULLEN AND MEMBERS OF THE COMMITTEE:

S.B. 2363, S.D. 2, H.D. 1 establishes a Working Group to establish a supervisory and professional job shadowing pilot project under the Department of Human Resources Development for leadership and supervisory training in an effort to stabilize the workforce and ensure the transfer of essential skills and institutional knowledge.

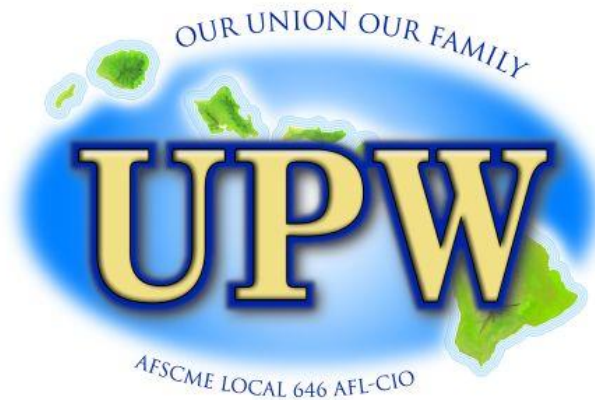
The Department of Human Resources Development (DHRD) appreciates the intent and offers **comments** on this measure.

DHRD, through its Training Office, currently offers Leadership and Supervisory training for all interested employees of the Executive Branch. The existing program is centered around facilitator-led sessions supplemented with on-demand sessions to support the application of learning and is offered not only to those individuals seeking promotional opportunities, but also for incumbents who seek continued professional development. The pilot project may be duplicative of this existing program. DHRD currently offers training for the essential skills necessary for leadership. However, the pilot may require training from subject-matter experts from each department to provide

the institutional knowledge or job-specific training. This training may be most effectively administered via on-the-job training.

DHRD remains concerned regarding the implementation of the pilot project through the use of temporary part-time positions as the proposed legislation may have impacts on the Merit Principle and related Collective Bargaining Agreements set forth by statute.

Thank you for the opportunity to testify on this measure.



HOUSE OF REPRESENTATIVES  
The Twenty-Ninth Legislature  
Regular Session of 2018

COMMITTEE ON FINANCE

Representative Sylvia Luke, Chair  
Representative Ty J.K. Cullen, Vice Chair

DATE OF HEARING: Wednesday, March 28, 2018  
TIME OF HEARING: 4:00 p.m.  
PLACE OF HEARING: State Capitol  
415 South Beretania Street  
Conference Room 308

**TESTIMONY ON SENATE BILL 2363, SD2, HD1 RELATING TO JOB TRAINING**

By DAYTON M. NAKANELUA,  
State Director of the United Public Workers (UPW),  
AFSCME Local 646, AFL-CIO

My name is Dayton M. Nakanelua, State Director of the United Public Workers, AFSCME, Local 646, AFL-CIO. The UPW is the exclusive bargaining representative for approximately 12,000 public employees, which include blue collar, non-supervisory employees in Bargaining Unit 01 and institutional, health and correctional employees in Bargaining Unit 10, in the State of Hawaii and various counties. The UPW also represents about 1,500 members of the private sector.

The UPW supports SB2363, SD2, HD1 however, we propose two amendments: Page 2, line 18, "The purpose of this Act is to establish a working group to establish a supervisory, vocational/technical and professional job shadowing pilot project...." The UPW seeks to ensure that blue-collar state employees, male and female, receive equal opportunities for training and development.

The UPW also recommends the following amendment on the training curriculum: Page 3, line 15, (2) Supervisory or leadership training, including training on the related collective bargaining unit agreement, Labor laws e.g. EEO, discrimination laws, personnel laws, employee relations etc. and training on the state budget and how to understand and utilize the budget for managing and operational purposes..."

Job shadowing is one aspect of acquiring knowledge, skills and ability. It is also important for a supervisor or manager to know how to deal with employees and lead them; know the collective bargaining agreement and how to resolve issues at the lowest level and know the rights of management and the rights of employees. Job shadowing will become more meaningful and effective with this basic information. A state supervisor or manager will be a better and more effective leader or manager with this basic knowledge.

Thank you for the opportunity to submit this testimony.



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

**RANDY PERREIRA**, Executive Director • Tel: 808.543.0011 • Fax: 808.528.0922

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

Testimony by  
Hawaii Government Employees Association

March 28, 2018

S.B. 2363, 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. 2363, S.D. 2, H.D. 1 which creates a working group to establish 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. 2363, S.D. 2, H.D. 1 creates a working group to develop 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 the creation of a training program to encourage dialogue about succession planning, we recognize the importance of and appreciate the provisions contained in the S.D. 2 and H.D. 1 which create a working group composed of the director of the Department of Human Resources and Development, executive agencies, public sector unions, and the Legislative Labor Chairs.

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

Respectfully submitted,

Randy Perreira  
Executive Director

**SB-2363-HD-1**

Submitted on: 3/27/2018 3:51:10 PM

Testimony for FIN on 3/28/2018 4:00:00 PM

<b>Submitted By</b>	<b>Organization</b>	<b>Testifier Position</b>	<b>Present at Hearing</b>
Melodie Aduja	Oahu County Committee on Legislative Priorities of the Democratic Party of Hawai'i	Support	No

Comments: