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February 27, 2018

TESTIMONY TO THE SENATE COMMITTEE ON WAYS AND MEANS
For hearing on Wednesday, February 28, 2018
11:00 a.m., Senate Conference Room 211

By

Ryker Wada
Interim Director

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

(WRITTEN ONLY)

CHAIRPERSON DELA CRUZ, VICE CHAIR KEITH-AGARAN AND MEMBERS OF
THE COMMITTEE

S.B. 2363, S.D. 1 establishes 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.

The guidelines set down in 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.



HAWAII GOVERNMENT EMPLOYEES ASSOCIATION
AFSCME Local 152, AFL-CIO

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The Twenty-Ninth Legislature, State of Hawaii
The Senate
Committee on Ways and Means

Testimony by
Hawaii Government Employees Association

February 28, 2018

S.B. 2363, S.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. 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. 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 S.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-SD-1

Submitted on: 2/27/2018 9:20:28 AM

Testimony for WAM on 2/28/2018 11:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	Testifying for OCC Legislative Priorities Committee, Democratic Party of Hawai'i	Support	No

Comments: