

SB 2363

SD2

**RELATING TO
JOB TRAINING**

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 2017, 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: 2,501 out of 14,753 (17 per cent);
10 (2) Department of education: 2,550 out of 21,531 (11.8
11 per cent);
12 (3) University of Hawaii: 1,389 out of 7,445 (18.7 per
13 cent); and
14 (4) Hawaii health systems corporation: 220 out of 2,469
15 (8.9 per cent).

16 According to the same report, the projected number of
17 eligible retirees by 2022 are expected to increase to:



- 1 (1) Department of human resources development-administered
2 personnel: 4,939 (33.5 per cent);
3 (2) Department of education: 5,598 (26 per cent);
4 (3) University of Hawaii: 2,416 (32.5 per cent); and
5 (4) Hawaii health systems corporation: 563 (22.8 per
6 cent).

7 The legislature further finds that, for some departments,
8 the percentage of eligible retirees is over twenty per cent of
9 their workforce. Furthermore, that number is expected to
10 steadily increase over the next five years, up to over forty per
11 cent in some cases. In the case of the department of human
12 resources development in particular, the percentage of eligible
13 retirees is expected to rise to 52.5 per cent by 2022.

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

18 The purpose of this Act is to establish a working group to
19 establish a supervisory and professional job shadowing pilot
20 project under the department of human resources development for
21 leadership and supervisory training in an effort to stabilize



1 the workforce and ensure the transfer of essential skills and
2 institutional knowledge.

3 SECTION 2. (a) The department of human resources
4 development shall establish a working group to establish and
5 implement a supervisory and professional job shadowing pilot
6 project to enable existing state employees who are candidates
7 for promotion to supervisory or professional positions, for
8 which the incumbents are close to retirement, to train for those
9 positions by shadowing the incumbents.

10 (b) The pilot project shall include:

11 (1) Criteria, such as a minimum time period for the job
12 shadowing term, and an evaluation using a standardized
13 evaluation instrument to determine each participant's
14 performance in the job shadowing program; and

15 (2) Supervisory or leadership training, conducted by the
16 department of human resources development, for the
17 participants.

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

20 (d) The department of human resources development may
21 establish temporary part-time positions that may be necessary



1 when any current state employee, as part of the supervisory and
2 professional job shadowing pilot project, shadows any incumbent
3 of a supervisory position; provided that the temporary part-time
4 positions shall either be:

- 5 (1) Positions filled by current state employees to
6 temporarily shadow incumbents; or
7 (2) Positions in which temporary employees perform the
8 duties of current state employees who are temporarily
9 shadowing incumbent supervisors;

10 provided further that a current full-time state employee's
11 occupancy of a temporary supervisor position for the purposes of
12 this section shall not reduce the health, retirement, fringe, or
13 other benefits to which the employee is already entitled.

14 (e) The director of human resources development, or the
15 director's designee, shall serve as the chair of the working
16 group. The working group shall include representation from
17 appropriate executive agencies, public sector labor unions, the
18 chair of the senate committee on labor, and the chair of the
19 house of representatives committee on labor.

20 (f) The working group shall submit a report of its
21 findings and recommendations, including any proposed



1 legislation, to the legislature no later than twenty days prior
2 to the convening of the regular sessions of 2019, 2020, 2021,
3 and 2022.

4 (g) The pilot project shall commence on July 1, 2018, and
5 shall terminate on June 30, 2022.

6 (h) The department of human resources development shall
7 submit a final report of its findings and recommendations,
8 including any proposed legislation, to the legislature no later
9 than twenty days prior to the convening of the regular session
10 of 2023. The report shall include a recommendation on whether
11 the pilot project should be made permanent, modified, or
12 terminated.

13 SECTION 3. There is appropriated out of the general
14 revenues of the State of Hawaii the sum of \$ or so much
15 thereof as may be necessary for fiscal year 2018-2019 for the
16 purposes of the supervisory and professional job shadowing pilot
17 project and the working group established pursuant to this Act.

18 The sum appropriated shall be expended by the department of
19 human resources development for the purposes of this Act.

20 SECTION 4. This Act shall take effect on July 1, 2050.



Report Title:

Job Training; Supervisory Experience; Shadow; Retirement;
Working Group; Appropriation

Description:

Requires the Department of Human Resources Development to establish a working group to establish 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. Effective 7/1/2050. (SD2)

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



SB 2363

SD-2

TESTIMONY

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 14, 2018

TESTIMONY TO THE HOUSE COMMITTEE ON LABOR & PUBLIC EMPLOYMENT
For hearing on Thursday, March 15, 2018
9:00 a.m., Conference Room 309

By

Ryker Wada
Interim Director

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

(WRITTEN ONLY)

CHAIRPERSON JOHANSON, VICE CHAIR HOLT AND MEMBERS OF THE
COMMITTEE

S.B. 2363, S.D. 2 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.

SB-2363-SD-2

Submitted on: 3/14/2018 2:08:43 AM

Testimony for LAB on 3/15/2018 9:00:00 AM

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

Comments:

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LATE

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 Labor and Public Employment

Testimony by
Hawaii Government Employees Association

March 15, 2018

S.B. 2363, S.D. 2 – RELATING TO JOB TRAINING

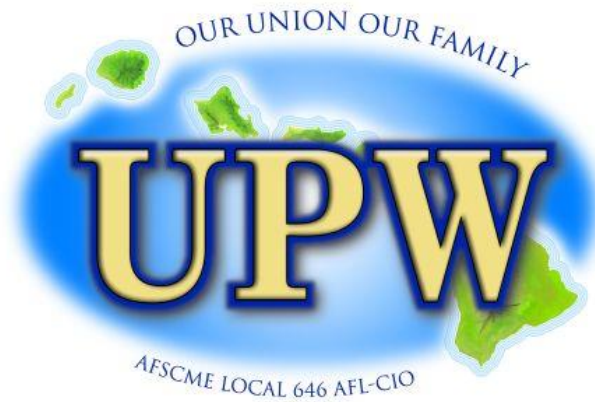
The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO conceptually supports the intent of S.B. 2363, S.D. 2 which creates a working group to establish a pilot program where employees can shadow supervisors and receive supervisory and leadership training.

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 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. 2 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,


for Randy Perreira
Executive Director



THE HAWAII STATE SENATE
The Twenty-Ninth Legislature
Regular Session of 2018

COMMITTEE ON LABOR
Senator Jill N. Tokuda, Chair
Senator J. Kalani English, Vice Chair

LATE

DATE OF HEARING: Thursday, March 15, 2018
TIME OF HEARING: 9:00 a.m.
PLACE OF HEARING: State Capitol
415 South Beretania Street
Conference Room 309

TESTIMONY ON SENATE BILL 2363, SD2 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 with 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 EEO, discrimination laws, etc. and training of the state budget and how to understand and utilize the budget for managing and operational purposes.