

---

---

# 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 is as  
7 follows:
- 8           (1) Department of human resources development-administered  
9           personnel system: 2,484 out of 14,744 (16.8 per  
10           cent);
- 11           (2) Department of education: 2,551 out of 21,841 (11.7  
12           per cent);
- 13           (3) University of Hawaii: 1,382 out of 7,563 (18.3 per  
14           cent); and
- 15           (4) Hawaii health systems corporation: 307 out of 3,876  
16           (7.9 per cent).



1           According to the same report, the projected number of  
2 eligible retirees by 2021 is expected to increase to:

- 3           (1) Department of human resources development-administered  
4           personnel: 4,986 (33.8 per cent);
- 5           (2) Department of education: 5,662 (25.9 per cent);
- 6           (3) University of Hawaii: 2,504 (33.1 per cent); and
- 7           (4) Hawaii health systems corporation: 834 (21.5 per  
8           cent).

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

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

20           The purpose of this Act is to establish a supervisory and  
21 professional job shadowing pilot project under the department of



1 human resources development for leadership and supervisory  
2 training in an effort to stabilize the workforce and ensure the  
3 transfer of essential skills and institutional knowledge.

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

11 (b) The pilot project shall include:

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

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

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



1 (d) The department of human resources development may  
2 establish temporary part-time positions that may be necessary  
3 when any current state employee, as part of the supervisory and  
4 professional job shadowing pilot project, shadows any incumbent  
5 of a supervisory position; provided that the temporary part-time  
6 positions shall either be:

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

16 (e) The pilot project shall commence on \_\_\_\_\_, and  
17 shall terminate on \_\_\_\_\_.

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



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

4 SECTION 3. There is appropriated out of the general  
5 revenues of the State of Hawaii the sum of \$ or so much  
6 thereof as may be necessary for fiscal year 2017-2018 and the  
7 same sum or so much thereof as may be necessary for fiscal year  
8 2018-2019 for the purposes of the supervisory and professional  
9 job shadowing pilot project.

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

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



**Report Title:**

Job Training; Supervisory Experience; Shadowing; Retirement;  
Appropriation

**Description:**

Requires the Department of Human Resources Development to establish and implement a supervisory and professional job shadowing pilot project. Appropriates funds for the pilot project. (SB714 HD1)

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

