

SB2363

Measure Title: RELATING TO JOB TRAINING.

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.

Companion:

Package: None

Current Referral: LBR, WAM

Introducer(s): TOKUDA, BAKER, ENGLISH, GABBARD, Ihara

<u>Sort by Date</u>	Status Text
1/19/2018	S Introduced.
1/22/2018	S Passed First Reading.
1/22/2018	S Referred to GVO/LBR, WAM.
1/29/2018	S Re-Referred to LBR, WAM.
2/9/2018	S The committee(s) on LBR has scheduled a public hearing on 02-13-18 3:00PM in conference room 229.

S = Senate | H = House | D = Data Systems | \$ = Appropriation measure | ConAm = Constitutional Amendment

Some of the above items require Adobe Acrobat Reader. Please visit [Adobe's download page](#) for detailed instructions.

SB2363

DAVID Y. IGE
GOVERNOR



RYKER WADA
INTERIM DIRECTOR

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DEPUTY DIRECTOR

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

February 12, 2018

TESTIMONY TO THE SENATE COMMITTEES ON LABOR AND WAYS AND MEANS
For hearing on Tuesday, February 13, 2018
3:00 p.m., Senate Conference Room 229

By

Ryker Wada
Interim Director

Senate Bill No. 2363
Relating to Job Training

CHAIRPERSON TOKUDA, VICE CHAIR ENGLISH AND MEMBERS OF THE
COMMITTEE ON LABOR

S.B. 2363 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

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

The Twenty-Ninth Legislature, State of Hawaii
The Senate
Committee on Labor

Testimony by
Hawaii Government Employees Association

February 13, 2018

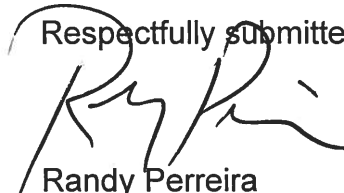
S.B. 2363 – RELATING TO JOB TRAINING

The Hawaii Government Employees Association, AFSCME Local 152, AFL-CIO conceptually supports the intent of S.B. 2363 which establishes 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 creates 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 this measure to encourage dialogue about succession planning, we respectfully request that prior to implementation, the Employer consult and/or bargain with the Exclusive Representatives to ensure equal opportunities for the state's entire workforce, and not just a select few.

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

Respectfully submitted,



Randy Perreira
Executive Director

SB-2363

Submitted on: 2/12/2018 2:25:48 PM

Testimony for LBR on 2/13/2018 3:00:00 PM

Submitted By	Organization	Testifier Position	Present at Hearing
Melodie Aduja	Testifying on behalf of OCC Legislative Priorities Committee	Support	No

Comments: