

JOSH GREEN, M. D.
GOVERNOR
KE KIA'ĀINA

SYLVIA LUKE
LT. GOVERNOR
KA HOPE KIA'ĀINA



BRENNA H. HASHIMOTO
DIRECTOR
KA LUNA HO'OKELE

RYAN YAMANE
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT
KA 'OIHANA HO'OMŌHALA LIMAHANA
235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

Statement of
BRENNA H. HASHIMOTO
Director, Department of Human Resources Development

Before the
SENATE COMMITTEE ON LABOR AND TECHNOLOGY
Wednesday, March 27, 2024
3:00 PM
State Capitol, Conference Room 224

In consideration of
**SCR194/SR166, REQUESTING THE DEPARTMENT OF HUMAN RESOURCES
DEVELOPT TO CONVENE A WORKING GROUP TO HELP STATE DEPARTMENT
MANAGERS FOSTER THRIVING WORK ENVIRONMENTS.**

Chair Aquino, Vice Chair Moriwaki, and the members of the committee.

The Department of Human Resources Development (DHRD) offers **comments** on SCR194/SR166 that requests DHRD to convene a working group to help state department managers foster thriving work environments.

The resolution also requests that the working group submit a final report of its findings and recommendations to the Legislature, Governor, and head of each executive department by December 30, 2024.

DHRD offers the following comments:

- DHRD's Training Office currently offers a curriculum for managers in the Executive Branch designed to develop their leadership, coaching, and mentoring skills, as well as their ability to engage their employees and monitor productivity.
- Departments need flexibility to implement telework based on their operational needs. Thus, a one-size-fits-all approach would not work for all departments. However, DHRD is available to assist departments as they implement their telework programs.
- There are numerous studies and research findings on telework and telework programs readily available including the State of Hawaii Executive Branch Work Where You Live from 2021.

- Most importantly, DHRD does not have the staff resources needed to analyze and compile the overabundance of information on best practices of thriving worksites that may be gathered from numerous organizations. Without the necessary resources, DHRD would not be able to produce the report requested by this resolution.

Thank you for the opportunity to provide testimony on this measure.