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Statement of  
**BRENNA H. HASHIMOTO**  
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Before the  
**HOUSE COMMITTEE ON FINANCE**  
Monday, February 27, 2023  
1:30PM  
State Capitol, Conference Room 308

In consideration of  
**HB257 HD1 Relating to the Department of Human Resources Development**

Chair Yamashita, Vice Chair Kitagawa, and the members of the committee.

The Department of Human Resources Development (DHRD) is in **support** of HB257 HD1.

The purpose of HB257 HD1 is to appropriate monies to the Department of Human Resources Development for:

1. The establishment of positions to expand the training office's ability to increase the number of professional development opportunities DHRD currently offers for all state employees and to expand upon their ability to offer consultative services to the departments, assist with authoring departmental-specific trainings (both on-demand and facilitator-led) and to host resulting trainings on DHRD's learning management system for tracking purposes. The DHRD Training Office currently provides soft skills training (e.g., leadership, coaching, conflict resolution, etc.) as well as HR-related trainings in both on-demand and facilitator-led presentations to all departments. However, all departments have area-specific training needs but

not all have designated training staff. Therefore, increasing the number of consultants and instructional design/authors in the DHRD Training Office would allow outreach to these departments so that quality training materials can be created to support developmental and performance enhancing training programs for all departments.

2. Expanding the number and type of on-demand training offerings hosted in the DHRD Learning Management system (LMS) authored by a third-party contractor. Currently, DHRD has approximately 450 trainings offered in the LMS. An increase to our existing budget would allow us the ability to expand the types and numbers of courses made available, especially in Microsoft products to enhance the skills of office staff and in the IT and IT certification area to support upcoming internship and potential pathway programs as a means to filling vacant positions and developing current staff for engagement purposes and promotional opportunities.
3. Purchase licenses for access to DHRD's LMS to become a single system of record for the State. Currently, DHRD's LMS provides licenses for all Executive Branch and Hawai'i State Library System employees, including some out-of-jurisdiction employees involved in the procurement process. This additional appropriation of funds would include other jurisdictions. A single system of record would be cost effective for the state by enhancing our ability to share resources amongst jurisdictions, provide ease of transfer of training records should employees transfer, allowing these jurisdictions to maintain and administer their own programs while supported by the system administration and experience of the DHRD training staff.

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