
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 January 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 and implement a supervisory and professional job shadowing pilot project in which candidates for promotion to supervisory or professional positions receive training by shadowing incumbents who are close to retirement. Requires the working group to submit a report to the Legislature prior to the 2019, 2020, 2021, and 2022 Regular Sessions and a final report before the 2023 Regular Session. Appropriates funds for the pilot project and working group.
(SB2363 HD1)

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