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# A BILL FOR AN ACT

RELATING TO EMPLOYEE TRAINING.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Chapter 78, Hawaii Revised Statutes, is amended  
2 by adding three new sections to be appropriately designated and  
3 to read as follows:

4 "§78- State employees training program; board; executive  
5 director. (a) There is established the state employees  
6 training program to be placed within the department of human  
7 resources development for administrative purposes.

8 (b) The state employees training program shall be governed  
9 by the board of the state employees training program. The board  
10 shall consist of the following members:

11 (1) The executive director of the state employees training  
12 program, who shall serve as the chair; provided that  
13 in matters involving the selection and appointment of  
14 an executive director, the executive director shall  
15 serve as an ex officio, nonvoting member and the  
16 member of the board appointed by the governor pursuant  
17 to paragraph (6) shall serve as the chair;



- 1        (2) The director of human resources development who shall  
2            serve as an ex officio, nonvoting member;
- 3        (3) The director of labor and industrial relations who  
4            shall serve as an ex officio, nonvoting member;
- 5        (4) The vice president for community colleges of the  
6            University of Hawaii system;
- 7        (5) One representative from each exclusive representative,  
8            as defined in section 76-11, that represents state  
9            employees;
- 10       (6) One member appointed by the governor;
- 11       (7) One member appointed by the president of the senate;  
12            and
- 13       (8) One member appointed by the speaker of the house of  
14            representatives.

15 If a tie vote occurs, the vote of the chair shall count as two  
16 votes. The members of the board shall serve without  
17 compensation, but shall be reimbursed for travel and other  
18 necessary expenses in the performance of their official duties.

19        (c) The board shall develop a plan for the creation and  
20 development of training programs to improve and enhance state



1 employees' understanding of their job duties. Programs shall be  
2 developed in the following order of priority:

- 3       (1) Orientation programs for new employees;
- 4       (2) Programs for entry-level employees and line  
5       supervisors;
- 6       (3) Programs for the professional development of current  
7       employees to assist employees in career advancement;
- 8       (4) Programs for the enhancement of workplace skills; and
- 9       (5) Other programs to assist in career advancement.

10       (d) The board of the state employees training program  
11 shall appoint an executive director of the state employees  
12 training program, who shall:

- 13       (1) Serve as the chief executive officer of the state  
14       employees training program;
- 15       (2) Be responsible for administering orientation and  
16       training programs for all state employees;
- 17       (3) By reason of education or extensive experience, be  
18       generally recognized as being professionally qualified  
19       in the administration of state employee training  
20       programs;
- 21       (4) Be familiar with the people and cultures of Hawaii;



- 1        (5) Serve without regard to chapter 76; and
- 2        (6) Select necessary additional staff pursuant to chapter
- 3                76, within available appropriations.

4        **§78- State employees training fund.** (a) There is  
5 established within the state treasury the state employees  
6 training fund into which shall be deposited the following  
7 moneys:

- 8                (1) Appropriations by the legislature to the special fund;
- 9                        and
- 10                (2) Gifts, donations, and grants from public agencies and
- 11                        private persons.

12 All interest earned or accrued on moneys deposited into the fund  
13 shall become part of the fund. The fund shall be administered  
14 by the department of human resources development; provided that  
15 the department may contract with a public or private agency to  
16 provide the day-to-day management of the fund.

17        (b) Subject to legislative authorization, the board of the  
18 state employees training program may expend the moneys in the  
19 fund for the development and implementation of training programs  
20 for state employees.



1        §78-        **New employees; orientation on benefits and rights.**

2        (a) Each newly hired employee shall be provided a general  
3        orientation on the employee's benefits and rights within twenty  
4        calendar days of being hired. The orientation shall be  
5        conducted by the employee's respective jurisdiction.

6        (b) The exclusive representative who represents the  
7        employee, if any, may attend the employee's general orientation  
8        and present information on the employee's benefits and rights.

9        (c) As used in this section, "exclusive representative"  
10       has the same meaning as in section 76-11."

11       SECTION 2. New statutory material is underscored.

12       SECTION 3. This Act shall take effect on January 1, 2050.



**Report Title:**

DHRD; State Employee Training; Collective Bargaining

**Description:**

Establishes the state employees training program, governed by a board, to provide training to state employees. Requires all new employees to be provided with a general orientation on their benefits and rights. Effective 1/1/2050. (SD2)

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

