
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- Public employees training program; board;
5 executive director. (a) There is established the public
6 employees training program to be placed within the department of
7 human resources development for administrative purposes.

8 (b) The public employees training program shall be
9 governed by the board of the public employees training program.

10 The board shall consist of the following members:

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



1 governor pursuant to paragraph (6) shall serve as the
2 chair;

3 (2) The director of human resources development, who shall
4 serve as an ex officio, nonvoting member;

5 (3) The director of labor and industrial relations, who
6 shall serve as an ex officio, nonvoting member;

7 (4) The vice president for community colleges of the
8 university of Hawaii system;

9 (5) One representative from each exclusive representative,
10 as defined in section 76-11, that represents state
11 employees;

12 (6) One member appointed by the governor;

13 (7) One member appointed by the president of the senate;
14 and

15 (8) One member appointed by the speaker of the house of
16 representatives.

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



1 (c) The board shall develop a plan for the creation and
2 development of training programs to improve and enhance state
3 employees' understanding of their job duties. Programs shall be
4 developed in the following order of priority:

5 (1) Orientation programs for new employees;

6 (2) Programs for entry-level employees and line
7 supervisors;

8 (3) Programs for the professional development of current
9 employees to assist employees in career advancement;

10 (4) Programs for the enhancement of workplace skills; and

11 (5) Other programs to assist in career advancement.

12 (d) The board of the public employees training program
13 shall appoint an executive director of the public employees
14 training program, who shall:

15 (1) Serve as the chief executive officer of the public
16 employees training program;

17 (2) Be responsible for administering orientation and
18 training programs for all state employees;

19 (3) By reason of education or extensive experience, be
20 generally recognized as being professionally qualified



1 in the administration of state employee training
2 programs;

3 (4) Be familiar with the people and cultures of Hawaii;

4 (5) Serve without regard to chapter 76; and

5 (6) Select necessary additional staff pursuant to chapter
6 76, within available appropriations.

7 **§78- Public employees training fund.** (a) There is
8 established within the state treasury the public employees
9 training fund into which shall be deposited the following
10 moneys:

11 (1) Appropriations by the legislature to the special fund;
12 and

13 (2) Gifts, donations, and grants from public agencies and
14 private persons.

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

20 (b) Subject to legislative authorization, the board of the
21 public employees training program may expend the moneys in the



1 fund for the development and implementation of training programs
2 for state employees.

3 **§78- New employees; orientation on benefits and rights.**

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

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

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

13 SECTION 2. New statutory material is underscored.

14 SECTION 3. This Act shall take effect on January 1, 2051.



Report Title:

Public Employee Training

Description:

Establishes the public employees training program to provide training to state employees. Establishes the board of the public employees training program and the public employees training fund. Requires all new employees to be provided with a general orientation on their benefits and rights. Effective 1/1/2051. (SD2)

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