



*The Judiciary, State of Hawai‘i*

**Testimony to the Senate Committee on Ways and Means**

Senator Donovan M. Dela Cruz, Chair

Senator Gilbert S.C. Keith-Agaran, Vice Chair

Tuesday, April 3, 2018, 10:00 AM

State Capitol, Conference Room 211

**WRITTEN TESTIMONY ONLY**

by

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**Bill No. and Title:** House Bill No. 2077, House Draft 1, Relating to Employee Training.

**Purpose:** Establishes the Public Employees Training Program within the Department of Human Resources Development to provide training programs to improve and enhance state employees' understanding of their job duties. Allocates one percent of collective bargaining increases to the Public Employees Training Program. (HB2077 HD1)

**Judiciary's Position:**

The Judiciary supports this bill and respectfully requests representation on the board of the public employees training program.

Continuing education for state employees will afford them opportunities to maintain the knowledge, skills, and education necessary to ensure the highest standards of professional conduct and performance. Investment in training and developing state employees will potentially result in a highly skilled, technologically literate, and professional workforce.

For the Judiciary, statutory amendments, new case law, changes in administrative and court rules, and new developments in best practices, make training necessary to fulfill the Judiciary's objective of assuring an equitable and expeditious adjudication process. Training is also an important component of providing access to the courts.



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Continuing education programs should also provide opportunities to enhance supervisory, relational, and leadership skills to foster positive working environments, and develop in-house competencies for succession and career enhancement purposes.

Ongoing program development and training curricula must be relevant, current, and practical. Employees should also be encouraged to keep apprised of innovations within their respective fields. The creation of new training programs and enhancement of existing programs intended to meet the diverse needs of the workforce will facilitate the State's goal to develop highly skilled employees.

As the Judiciary fully supports the intent of this measure, it also requests representation on the board of the public employees training program. The composition of the board, as listed in the bill, includes representation from or appointments by the executive and legislative branches, as well as members from the University of Hawaii system and employee unions. It does not provide for representation or an appointment by the judicial branch. Adding a member from the Judiciary will create a well-rounded board and provide feedback from all branches of government.

Thank you for the opportunity to testify on this measure.