

**THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating Capital

Legal Name of Requesting Organization or Individual: Db:

Work Now Hawaii

Amount of State Funds Requested: \$ 218,545

Brief Description of Request (Please attach word document to back of page if extra space is needed):

Work Now Hawaii is a 501(c)(3) nonprofit organization established to help people living with disabilities achieve independence through gainful employment. Our unique training programs are designed to maximize individual's strengths and abilities in a way that increases their confidence and productivity. We identify and create accommodations our clients will use to be successful throughout their careers.

Amount of Other Funds Available:

State: \$ _____

Federal: \$ _____

County: \$ _____

Private/Other: \$ _____

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ _____ 0

Unrestricted Assets:

\$ _____ 6,500

New Service (Presently Does Not Exist): Existing Service (Presently in Operation):

Type of Business Entity:

- 501(C)(3) Non Profit Corporation
- Other Non Profit
- Other

Mailing Address:

1050 Queen St #100

City:

Honolulu

State:

HI

Zip:

96814

Contact Person for Matters Involving this Application

Name:
Patrick Gartside

Title:
Executive Director

Email:
Patrick@WorkNowHawaii.org

Phone:
808-202-2310

Federal Tax ID#:

State Tax ID#

██████████

██████████



Patrick Gartside, Executive Director

17 January 2020

Authorized Signature

received
1/17/20 20

Name and Title

3:07 pm

Date Signed

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



AUTHORIZED SIGNATURE

Patrick Gartside, Executive Director

PRINT NAME AND TITLE

17 January 2020

DATE

I. Certification

1. Certificate of Good Standing

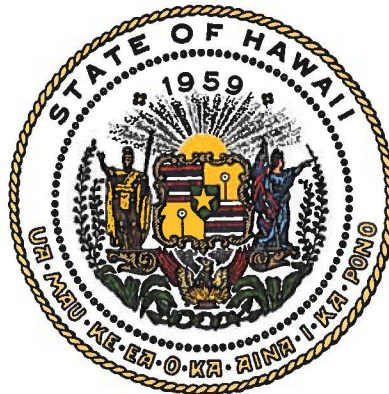
attached

2. Declaration Statement

attached

3. Public Purpose

attached



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

WORK NOW HAWAII

was incorporated under the laws of Hawaii on 07/31/2017 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 14, 2020

Director of Commerce and Consumer Affairs



**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
 - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
 - c) Agrees not to use state funds for entertainment or lobbying activities; and
 - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.

- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is incorporated under the laws of the State; and
 - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.

- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
 - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Work Now Hawaii
(Typed Name of Individual or Organization)


(Signature) 17 January 2020
(Date)

Patrick Gartside,
(Typed Name) Executive Director
(Title)

Public Purpose

Work Now Hawaii verifies that the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes.

The purpose of the Transition Age Youth Work Experience Program is to provide an introduction to employment for individuals living with disabilities, helping them to assess work readiness.

The details of the cost and budget for the program can be found in sections **IV. Financials** of the grant application.

II. Background and Summary

1. Applicant's Background

Work Now Hawaii is a 501(c)(3) nonprofit organization established in August of 2017 to help people living with disabilities achieve independence through gainful employment. Our unique training programs are designed to maximize individual strengths and abilities in a way that increases confidence and productivity. We identify and provide accommodations our clients may require to be successful throughout their careers.

Over the past three years, we have worked to create jobs for our clients and income for our organization by providing contract services to the State of Hawai'i and several small businesses on O'ahu. These business services include custodial and cleaning, secure document destruction, website development, digital marketing and technical support.

We also run a Transition Age Youth Work Experience Program. Having partnered with the Hawaii School for the Deaf and Blind in the 2018/19 and 2019/20 school years, we have helped students successfully navigate their first professional work experiences. By providing paid internships in the fields of custodial services and digital marketing, students were given the opportunity to explore multiple career paths that fit their interests and abilities, and set a path to earning a livable wage.

In this program, students are taught basic skills, such as accountability, communication, teamwork, problem solving, initiative and enterprise, planning and organizing, and self-management. They are also introduced to specialty skills within their areas of interest, allowing for professional growth and development.

Work Now Hawaii provides free services to individuals with varying disabilities. Our current programs focus on individuals who are Deaf, or who are diagnosed with intellectual or developmental disabilities.

2. Goals and Objectives

This GIA funding request will support the expansion of and sustainability for our Transition Age Youth Work Experience Program.

Program Expansion - While we have had to run either our Custodial Services or Digital Marketing work experience opportunities, we will offer both concurrently, affording students the option to explore either career path. With this expansion, we would serve an additional six (6) students per semester for a total of up to ten (10).

The funding provided will allow us to achieve the following objectives:

- Support the current Executive Director who will ensure fulfillment of the organizations mission by,
 - Creating jobs and achieving the organization's financial sustainability through growth of our service contract work,
 - Making connections with HR professionals representing large employers in our community to facilitate disability inclusion conversations,

- Establishing employment service contracts with the State of Hawaii Department of Human Services, Division of Vocational Rehabilitation, and the Department of Health, Developmental Disabilities Division to offer services for their clients,
 - Expand our Benefits Counseling service offering to additional non-profit organizations throughout the islands, helping their clients to navigate the reduction of government benefit while they start employment.
- Recruitment of a Program Manager who will support the Transition Age Youth Work Experience Program by:
 - Connecting with additional Department of Education Transition Coordinators to identify students with interests and abilities that match our opportunities,
 - Assisting students in the program with their training, coaching, and employment support services,
 - Monitoring and surveying measures of success, including performance evaluation plans, and goals of successful employment offers
 - Identifying additional career paths of interest for future expansion phases
 - The purchase a motor vehicle for use in transporting custodial teams, equipment and supplies
 - Enabling us to grow our team's operating capacity to sequentially service multiple buildings
 - Helping to overcome transportation barriers for our clients
 - The purchase of four (4) laptop computers to be used for work on digital marketing and administrative tasks
 - Students are taught foundational computer skills which would be required in most jobs today including email, spreadsheet and word processing, and internet searching and navigation
 - Computer and internet technology provides access to tools and resources to perform administrative and digital marketing tasks
 - Web based tools are used to build digital resumes, fill out employment applications, and build business network connections

Our objective is to expand upon the opportunities transition age youth living with disabilities may face, and help them to adapt to and overcome barriers they may face to competitive employment. This fulfills our mission of helping them achieve independence through gainful employment.

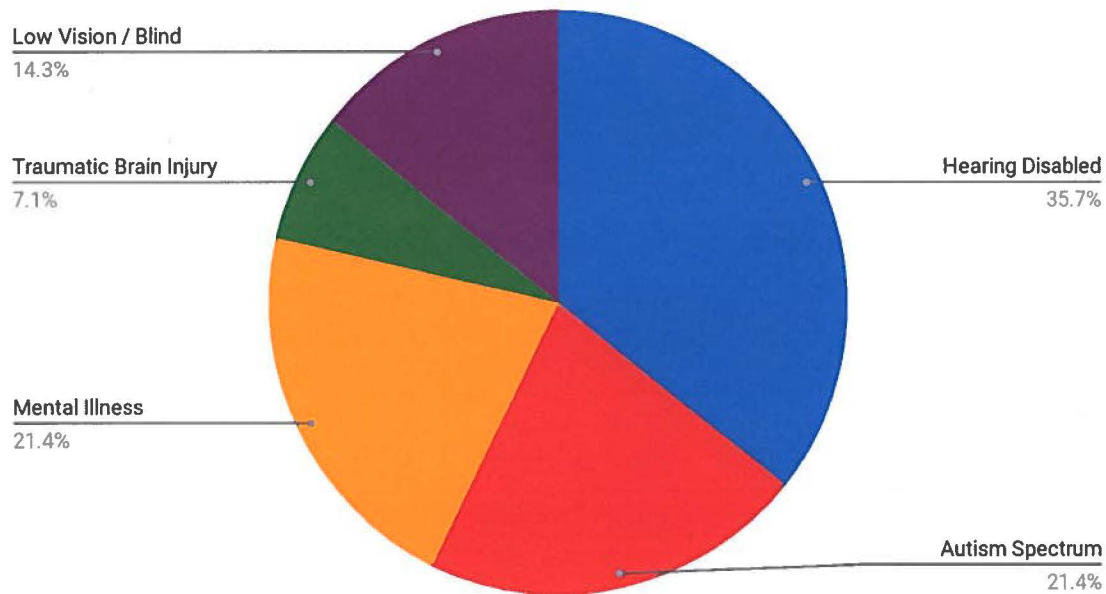
3. Public Purpose

Employment provides many benefits, including creating economic self-sufficiency, social networks and a sense of self-worth. However, for far too many individuals living with disabilities, the benefits of work are still out of reach. The purpose of our Transition Age Youth Work Experience Program is to introduce employment to high school age students who are living with disabilities, helping them to overcome initial barriers to competitive employment. We have served three to four students per semester in the 2018/19 and 2019/20 school years.

4. Target Population

The target population for our program are youth from 16-24 who are in their junior year, senior year, or who have recently graduated from high school, and who currently receive support through the Department of Human Services, Division of Vocational Rehabilitation, or the Department of Health, Developmental Disabilities Division. We also serve members of the gap group, people living with disabilities that have not qualified for services. There are no limits to sex, gender, race or socioeconomic status, as well as geographic location. Preference is given to residence of Hawaii.

From 2017-2019, the population we have served is broken down as follows:



5. Geographic Coverage

Work Now Hawaii currently serves clients from diverse geographic regions of Hawaii, including residents of Oahu and our neighbor islands.

III. Service Summary and Outcomes

1. Scope of Work, Tasks and Responsibilities

The scope of work will follow the past performance of the program. Work Now Hawaii will provide paid internships to transition age youth in their fields of interest.

The Program Manager will coordinate employment and act as the direct supervisor and work site mentor.

- Preparations are made with the School-Site Coordinator to identify potential students for the program.
- Interviews are conducted to assess the student's interests and abilities.
- Training Agreement of Exception for Hawaii Work-Based Learning Experience is executed by Work Now Hawaii, the School-Site Coordinator, the Student and their parent or guardian.
 - All State and Federal regulations apply to Work-Based Learning programs. In addition, the Employer agrees to permit the School to perform a safe working environment survey of the premises.
 - The Employer has a safety and health program as required by ACT 242, SLH 2001; will ensure that the Student receives specific instruction on the recognition of possible hazards in the nature of the workplace; and the Mentor and co-workers at the work site have received instruction on safety and health precautions, safeguards, and limitations of student work activities particularly with regard to child labor laws and safety rules of the work site.
 - Work Now Hawaii will assign the Student work.
 - Work Now Hawaii will assign a Work Site Mentor to the Student.
- Post hire questionnaires are collected to assess the students' work readiness.
- A performance plan is put in place to ensure measurable progress is made throughout the semester.
- Employment services, including Social Security and government benefits planning, resume building and job search is offered to assist with securing employment.
- An end of semester review and questionnaire is conducted to evaluate the program's effectiveness.

The Executive Director will

- Work to achieve sustainability and job creation through growth of our service contract work,
- Assist with measurability and reporting of the program,
- Maintain business operations including payroll, bookkeeping, finances and regulatory reporting,
- Maintain qualifications and program requirements for Work Now Hawaii.

2. Projected Timeline

Quarter 1	<p>Purchase of Equipment - purchase of four (4) laptop computers and one (1) motor vehicle to be used for our service contract work of custodial services and digital marketing and related tasks.</p> <p>Hiring and Training of Program Manager - training to commence with the first semester of the 2020/21 school year.</p> <p>Transition Age Youth Work Experience Program - offered to 3-4 students from the Hawaii School for the Deaf and Blind</p>
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	<p>Client recruitment - Work through the Department of Education with Transition Coordinators to identify students with interests and abilities that match our program offerings.</p> <p>Contract acquisition - Actively pursue contract opportunities</p>
<p>Quarter 2</p>	<p>Transition Age Youth Work Experience Program - offered to ten (10) students from high schools through the Department of Education</p> <p>Client recruitment - Work through the Department of Education with Transition Coordinators to identify students with interests and abilities that match our program offerings.</p> <p>Contract acquisition - Actively pursue contract opportunities</p>
<p>Quarter 3</p>	<p>Transition Age Youth Work Experience Program - offered to ten (10) students from high schools through the Department of Education</p> <p>Client recruitment - Work through the Department of Education with Transition Coordinators to identify students with interests and abilities that match our program offerings.</p> <p>Contract acquisition - Actively pursue contract opportunities</p>
<p>Quarter 4</p>	<p>Transition Age Youth Work Experience Program - offered to ten (10) students from high schools through the Department of Education</p> <p>Client recruitment - Work through the Department of Education with Transition Coordinators to identify students with interests and abilities that match our program offerings.</p> <p>Contract acquisition - Actively pursue contract opportunities</p>

3. Quality Assurance and Evaluation Plans

Work Now Hawaii will maintain data points demonstrating:

- Number of individuals participating in the program
- Initial work readiness survey for participants
- Feedback on progress from Project Manager through Employment Performance Plan
- End of semester reviews and work readiness will be conducted
- A measure of job offers or placements opportunities for participants

4. Measures of Effectiveness

Work Now Hawaii will provide the State of Hawaii with the above listed data points to demonstrate completion of the application of the project. The effectiveness of the program would be measured by successful instruction of work readiness, and progress in participants' Employment Performance Plans.

IV. Financial

1. Budget

- a. Budget request by source of funds (attached)
- b. Personnel salaries and wages (attached)
- c. Equipment and motor vehicles (attached)
- d. Capital project details (not applicable)
- e. Government contracts, grants, and grants in aid (attached)

2. Anticipated Quarterly Funding Requests FY 2021

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$97,282	\$40,421	\$40,421	\$40,421	\$218,545

3. Additional Funding Sources Anticipated FY 2021

We are working to acquire additional State and U.S. service contracts who's revenue will support our programs. In addition to the GIA Grant, we are actively seeking public support through charitable contributions.

4. State and Federal Tax Credits Granted Within the Prior Three Years

N/A

5. Federal, State, and County Government Contracts, Grants, and Grants in Aid Within the Prior Three Years and will be Receiving in FY 2021 for Program Funding.

CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)	CONTRACT VALUE
Custodial Services - Foreign Trade Zone	1/14/2019-1/13/2020	DBEDT	State	43,523
Custodial Services - Foreign Trade Zone	1/14/2020-1/13/2021	DBEDT	State	41,368
Web Development - EMS Injury Prevention System Branch	4/1/2019-4/1/2020	Dept of Health	State	13,665


6. Unrestricted Current Assets as of December 31, 2019

As of 12/31/2019, Work Now Hawaii has Unrestricted Net Assets of \$6,500

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2020 to June 30, 2021

Applicant: Work Now Hawaii

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	138,400			
2. Payroll Taxes & Assessments	11,285			
3. Fringe Benefits	12,000			
TOTAL PERSONNEL COST	161,685			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space	25,200			
5. Staff Training	800			
6. Supplies				
7. Telecommunication				
8. Utilities				
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TOTAL OTHER CURRENT EXPENSES	26,000			
C. EQUIPMENT PURCHASES	5,441			
D. MOTOR VEHICLE PURCHASES	25,419			
E. CAPITAL				
TOTAL (A+B+C+D+E)	218,545			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	218,545	Patrick Gartside	808-202-2310	
(b) Total Federal Funds Requested		Name (Please type or print)	Phone	
(c) Total County Funds Requested			17 January 2020	
(d) Total Private/Other Funds Requested		Signature of Authorized Official	Date	
TOTAL BUDGET	218,545	Patrick Gartside, Executive Director		
		Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES Period: July 1, 2020 to June 30, 2021

Applicant: Work Now Hawaii

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Executive Director	1	\$98,000.00	80.00%	\$ 78,400.00
Program Manager - Transition Age Youth Work Experience Program	1	\$60,000.00	100.00%	\$ 60,000.00
				\$ -
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TOTAL:				138,400.00
JUSTIFICATION/COMMENTS: Work Now Hawaii is asking to support two operational roles.				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES Period: July 1, 2020 to June 30, 2021

Applicant: Work Now Hawaii

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Laptop Computers	4.00	\$1,360.21	\$ 5,440.84	5,441
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	4		\$5,440.84	5,441

JUSTIFICATION/COMMENTS: Computers for use by clients in the program to assist with training in digital marketing careers pathways.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
2020 Ford Transit Connect Van	1.00	\$25,419.00	\$ 25,419.00	25419
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:	1		\$ 25,419.00	25,419

JUSTIFICATION/COMMENTS: Custodial van will allow teams to service buildings at multiple locations and transport equipment and supplies as necessary.

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: Work Now Hawaii

Contracts Total: 98,557

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)	CONTRACT VALUE
1	Custodial Services - Foreign Trade Zone 2019-2020	1/14/2019-1/13/2020	DBEDT	State	43,523
2	Custodial Services - Foreign Trade Zone 2019-2020	1/14/2020-1/13/2021	DBEDT	State	41,368
3	Web Development - EMS Injury Prevention System Branch	4/1/2019-4/1/2020	Dept of Health	State	13,665
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V. Experience and Capability

1. Necessary Skills and Experience

Patrick Gartside began as the founding Executive Director for Work Now Hawaii and has been working closely with other community non-profit organizations, State and Federal agencies, and institutional education systems to identify the organization's role and capacity to help provide employment for individuals living with disabilities.

In an effort to create jobs, Patrick has put together bid proposals which have resulted in successfully awarded contracts to Work Now Hawaii. These contracts with the State of Hawaii and in private industry are providing custodial and web development service jobs for individuals living with disabilities. Patrick is also providing on the job training, job coaching and employment support for these Work Now Hawaii employees. Work Now Hawaii is recognized as a Qualified Community Rehabilitation Program, and will be seeking more State and Federal service contracts to provide jobs, all which come with the coaching and support needed for successful employment.

Patrick has provided job placement for people living with disabilities, including both training and support for the individual and the employer. He has helped to facilitate Disability:IN Hawaii, a business network initiative which works to educate and support on topics of disability at work.

Successful proof of concept has been achieved with our Transition Age Youth Work Experience Program. In the 2018/19 and 2019/20 school year, Work Now Hawaii provided a school-based career exploration program for students of the Hawaii School for the Deaf and Blind. Individuals in the program were provided jobs and trained in the field of custodial service and digital marketing. Patrick provided coaching support, as well as tools to help them adapt to working with their disability. Training was also provided to non-disabled individuals in the workplace, helping them to work effectively together.

Verifiable Experience

Hawaii School for the Deaf and Blind Work Experience Program - For the 2018 / 2019 and 2019 / 2020 school years, Work Now Hawaii provided work for transition age youth in the fields of custodial services and digital marketing.

With funding through the Department of Health, Developmental Disabilities Division, Patrick has become a certified Benefits and Work Incentive Practitioner, and provides Social Security benefits planning services. He has helped individuals navigate their government benefits and take a critical first step in exploring paths to employment. Patrick is providing this service for Work Now Hawaii employees as well as for clients of Goodwill Hawaii.

Work Now Hawaii is also currently contracting with the State of Hawaii:

Dept. of Business, Economic Development and Tourism - We provide custodial services for the Foreign Trade Zone, a contract in which we employ and support individuals living with disabilities. We have entered into our second option year of service.

Dept. of Health, EMS Injury Prevention Systems Branch - We provide web development services and support for the branch, a contract in which we employ individuals living with disabilities.

2. Facilities

Work Now Hawaii operates out of Impact Hub Honolulu, a coworking, event, office, and community space designed to facilitate sustainable impact in Hawaii and abroad through collaboration and empowering communities.

This inclusive work environment helps to prepare our clients for the workforce and opens up opportunities through networking and events. Being around working professionals opens up opportunities for employment with other small businesses. We have contracted work with several small businesses allowing us to provide employment opportunities for our clients.

We have two office spaces, including one which is used for training in digital marketing product photography. Our clients utilize this space, as well as the coworking space for their training. We have also hosted several meetings for the Disability:IN business network.

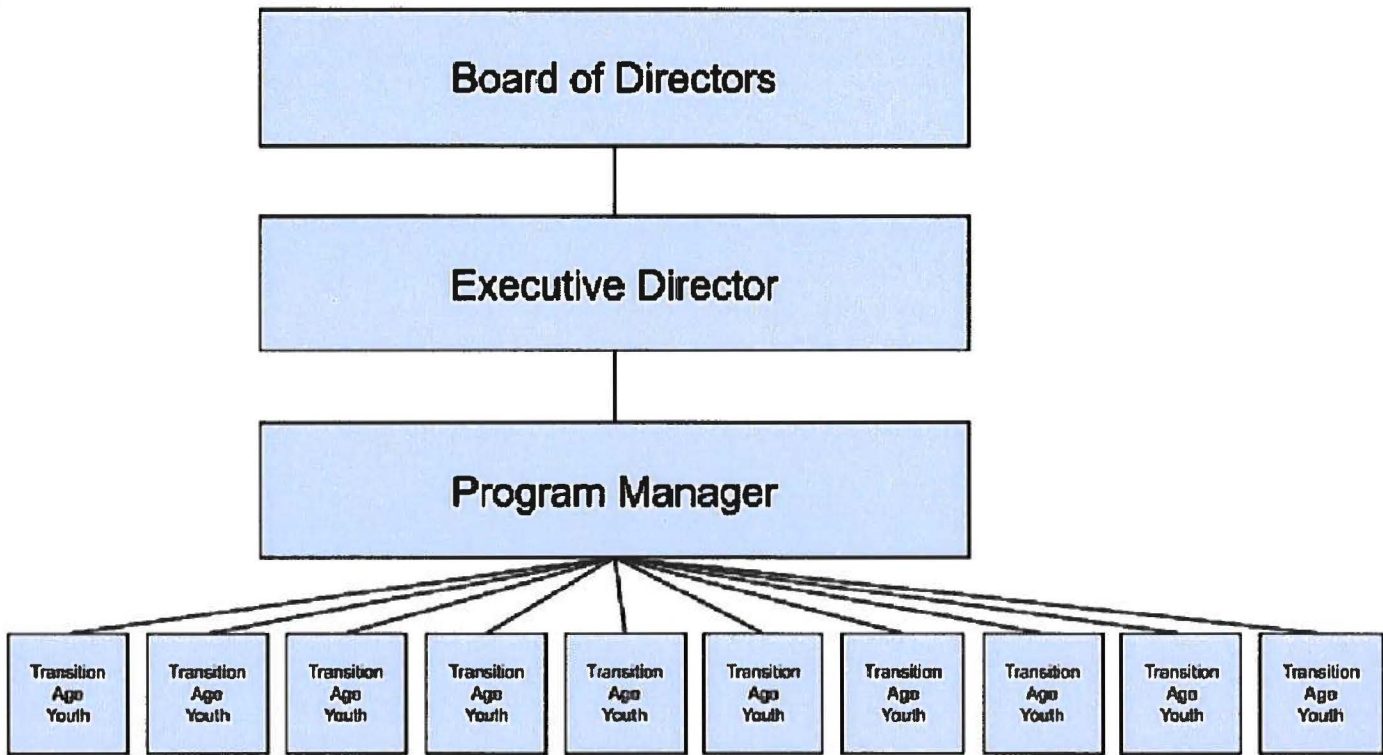
VI. Personnel: Project Organization and Staffing

1. Proposed Staffing

Patrick Gartside is the founding Executive Director for Work Now Hawaii, and maintains the organization's operations while providing vocational training and opportunities to individuals living with disabilities. Patrick will continue to serve in this role, and with the assistance of a Program Manager will expand the capacity of its programs and achieve sustainability.

Role	Responsibilities
Executive Director	<ul style="list-style-type: none"> ● Leading Work Now Hawaii in a manner that supports and guides the organization's mission as defined by the Board of Directors. ● Communicating effectively with the Board and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions. ● Implementation of Work Now Hawaii's programs that carry out the mission of the organization, including the Transition Age Youth Work Experience Program ● Achievement of financial sustainability and job creation through growth of our service contract work. ● Strategic planning to ensure that Work Now Hawaii can successfully fulfill its Mission into the future ● Enhancement of Work Now Hawaii image by being active and visible in the community and by working closely with other professional, civic and private organizations. ● Maintain business operations including payroll, bookkeeping, finances and regulatory reporting ● Maintaining qualifications and program requirements for Work Now Hawaii
Program Manager	<ul style="list-style-type: none"> ● Expansion and execution of the Transition Age Youth Work Experience Program in the 2020/21 school year ● Make preparations with School-Site Coordinators to identify potential students for the program ● Conduct interviews to assess the student's interests and abilities. ● Execute a Training Agreement of Exception for Hawaii Work-Based Learning Experience between Work Now Hawaii, the School-Site Coordinator, the Student and their parent or guardian. ● Implement Quality Assurance and Evaluation Plans ensuring measurable success of the program.

2. Organization Chart



3. Compensation

Position	Annual Salary
Executive Director	\$98,000
Program Manager	\$60,000
Job Coach	\$20,000

VII. Other

1. Litigation

Work Now Hawaii is not subject to any litigation.

2. Licensure or Accreditation

- Work Now Hawaii is recognized by the US Dept of Labor and the Hawaii State Department of Labor and Industrial Relations as a Qualified Community Rehabilitation Program.
- Work Now Hawaii is a SourceAmerica affiliated organization which enables Federal contracting through the AbilityOne program.
- Patrick Gartside is a certified Benefits and Work Incentive Practitioner, and provides Social Security benefits planning services. Certification is through Cornell University, K Lisa Yang and Hock E Tan Institute on Employment and Disability, and is valid June 26, 2018 through June 26, 2023

3. Private Educational Institutions

This grant will not be used to support or benefit a sectarian or non-sectarian private educational institution.

4. Future Sustainability Plan

Work Now Hawaii will utilize the GIA funds to support the Executive Director and Program Manager in their efforts to acquire and successfully perform additional service contract work. The revenue from this work will support their salaries, and to create jobs for our target population of people living with disabilities.

Work Now Hawaii is recognized by the US Dept of Labor and the Hawaii State Department of Labor and Industrial Relations as a Qualified Community Rehabilitation Program. As such, we are able to identify State contracts in the fields of Custodial Services, Landscaping, Digital Marketing, Laundry Services, Office Services, and Packaging Services and enter into contract negotiations.

Work Now Hawaii is also a SourceAmerica affiliated agency, and is working to identify and acquire contracts through the AbilityOne program. This Federal contracting set-aside allows qualified non-profit agencies to hold life long while employing individuals living with disabilities.