

House District _____

Senate District _____

**THE TWENTY-FOURTH LEGISLATURE
HAWAI'I STATE LEGISLATURE
APPLICATION FOR GRANTS & SUBSIDIES
CHAPTER 42F, HAWAI'I REVISED STATUTES**

Log No: 58-0

For Legislature's Use Only

Type of Grant or Subsidy Request:

GRANT REQUEST – OPERATING

GRANT REQUEST – CAPITAL

SUBSIDY REQUEST

"Grant" means an award of state funds by the legislature, by an appropriation to a specified recipient, to support the activities of the recipient and permit the community to benefit from those activities.

"Subsidy" means an award of state funds by the legislature, by an appropriation to a recipient specified in the appropriation, to reduce the costs incurred by the organization or individual in providing a service available to some or all members of the public.

"Recipient" means any organization or person receiving a grant or subsidy.

STATE DEPARTMENT OR AGENCY RELATED TO THIS REQUEST (LEAVE BLANK IF UNKNOWN):

OFFICE OF COMMUNITY SERVICES

STATE PROGRAM I.D. NO. (LEAVE BLANK IF UNKNOWN): OCS-LBR 903-02

1. APPLICANT INFORMATION:

Legal Name of Requesting Organization or Individual:
Goodwill Industries of Hawaii, Inc.

Dbas:

Street Address: 2610 Kilihau Street, Honolulu, HI 96819

Mailing Address: Same as above

2. CONTACT PERSON FOR MATTERS INVOLVING THIS APPLICATION:

Name EDWINA MINGLANA-KELLY/JOCELYN HOWARD

Title Director of Employment Services/Program Coordinator

Phone # 808-836-0313 ext. 1131

Fax # 808-521-1637

e-mail EKelly@higoodwill.org

3. TYPE OF BUSINESS ENTITY:

- NON PROFIT CORPORATION
 FOR PROFIT CORPORATION
 LIMITED LIABILITY COMPANY
 SOLE PROPRIETORSHIP/INDIVIDUAL

7. DESCRIPTIVE TITLE OF APPLICANT'S REQUEST:

THE COCONUT GROVE MICRONESIAN RESOURCE CENTER DEVELOPED FOR THE PEOPLE OF THE FREELY ASSOCIATED STATES (FAS) NEWLY ARRIVED FROM THE FEDERATED STATES OF MICRONESIA, THE REPUBLIC OF MARSHALL ISLANDS, AND THE REPUBLIC OF PALAU AND THOSE FROM FAS WHO ARE CURRENTLY IN LIVING IN HAWAII.

4. FEDERAL TAX ID # _____

5. STATE TAX ID # _____

6. SSN (IF AN INDIVIDUAL): _____

8. FISCAL YEARS AND AMOUNT OF STATE FUNDS REQUESTED:

FY 2008-2009 \$ 500,000

9. STATUS OF SERVICE DESCRIBED IN THIS REQUEST:

- NEW SERVICE (PRESENTLY DOES NOT EXIST)
 EXISTING SERVICE (PRESENTLY IN OPERATION)

SPECIFY THE AMOUNT BY SOURCES OF FUNDS AVAILABLE AT THE TIME OF THIS REQUEST:

STATE \$ _____

FEDERAL \$ _____

COUNTY \$ _____

PRIVATE/OTHER \$ _____

TYPE NAME & TITLE OF AUTHORIZED REPRESENTATIVE:

[REDACTED]
AUTHORIZED SIGNATURE

LAURA D. ROBERTSON, PRESIDENT & CEO
NAME & TITLE

JANUARY 28, 2008
DATE SIGNED

I. Background and Summary

1. Brief Description of the Applicant's Background

There is an increasing need to provide individuals immigrating from the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau (collectively referred to as the Freely Associated States or "FAS") with employment and training resources and skills necessary to work in Hawaii. FAS individuals face significant challenges to reaching their full vocational potential and achieving economic self sufficiency; known barriers include access to information and training, acculturation differences and lack of English language skills.

Goodwill Industries of Hawaii, Inc. ("Goodwill") has extensive experience working with the FAS population as both a human service provider and employer.

- A. As employees: Goodwill has over 100 staff members who are from the immigrant and FAS community.
- B. As program participants: In 2007, Goodwill increased services provided to the immigrant population.
 - 8,222 economically disadvantaged participants were served by Goodwill.
 - 1,038 of the participants served were immigrants and FAS individuals.
 - 1,699 Goodwill participants were successfully placed into employment.
 - 157 of the employment placements were immigrants and FAS individuals.
- C. To better understand and serve this population, Goodwill formed an Internal Micronesian Advisory Committee consisting of staff from FAS countries and interested community members.
- D. 10% of participants in Goodwill's programs are of Micronesian nationality; relevant programs include Workforce Development (TANF/TAONF), At Risk Youth (Ola I Ka Hana), and Food Stamp Employment and Training.
- E. 50% of newly hired Goodwill Retail Store staff are of Micronesian nationality.

2. Goals and Objectives Related to the Request

Goodwill proposes to establish "The Coconut Grove Micronesian Resource Center" (referred to as "Coconut Grove" and/or "Resource Center") to assist FAS individuals living in Hawaii to successfully acculturate and obtain skills and training necessary to become employed and economically self-sufficient. The Coconut Grove will be a centralized location for community agencies (both private and public) to access and disseminate information, refer individuals, receive client referrals, and provide client services on site.

The coconut tree is an important symbol for the people of FAS because it supplies all the necessary sustenance of life. The branch provides clothing, shelter, entertainment, and fishing gear; the coconut provides food, fire, medicine, health care, hygiene, and decoration; and the trunk provides fuel, shelter, tools, and cleaning.

The Resource Center will provide the tools for individuals from FAS nations to achieve the necessities of life and become self-sufficient in Hawaii; each individual who enters our center

will work to become the tree of life for their family. Together, we will plant, root and flourish into a productive Coconut Grove. We will learn to work in collaboration with one another to increase knowledge, develop the strengths each possess, and build a strong foundation for a successful community. The ultimate goal is to develop members of the FAS community who will positively contribute to the economy, welfare, and richness of the State of Hawaii's quality of life through economic independence and self-sufficiency.

The Resource Center will incorporate the needs of acculturating an individual to their new environment; while also partnering the individual with the appropriate agency, program, and service necessary to develop employment and training skill necessary to work in Hawaii. Objectives proposed in this application include:

- (1). Acculturating the individual to their new environment including:
 - a. Western practices, laws, systems, and processes
 - b. Western societal cultural difference and similarities
 - c. Western business culture

- (2). Improving English language skills (English as a Second Language courses)

- (3). Assisting with access to available resources in the community including:
 - a. Healthcare
 - b. Education and Training
 - c. Financial Supports, including employment

- (4). Teaching pre-employment, employment and post-employment skills including:
 - a. Time Management
 - b. Problem Solving
 - c. Communication
 - d. Job Stability
 - e. Interviewing and Social Skills
 - f. Self Worth and Self Motivation
 - g. Financial Literacy and Budgeting

3. Public Purpose and Need to be Served

The three most significant reasons that people from the FAS immigrate to the United States are to obtain education; for access to health and medical care; and to obtain gainful employment necessary to support their families.

According to data collected by the Office of Community Services:

- The 2003 U.S. Census reported, there are over 11,000 people from the FAS in Hawaii.
- From 1997 to 2003, there has been a 70% increase in the number of people immigrating from the FAS to Hawaii.
- 38% of FAS immigrants are between the ages of 0 – 17; 59% are between the ages of 18 – 64; and 3% are 65 and older.

The need for acculturation and social services for the growing FAS immigrant population is significant. At the present time, there is no centralized resource center to educate, train, and acculturate the people from the FAS now residing in Hawaii; and the immigrant population in Hawaii continues to increase by 5,000 people annually. In addition, it is important to note the following:

- The immigrant and non-citizen population experience a 13% poverty rate overall and 39.6 % specifically for the FAS.
- FAS individuals account for over 70% of the Tuberculosis cases from the major Pacific Island groups.
- In the homeless shelters, according to Institute for Human Services (“IHS”), Micronesians account for over 60% of the utilization of services; and at Lighthouse Shelter, Micronesians often account for 90% of the occupancy.

4. Target Population to be Served

Goodwill proposes to serve approximately 300 FAS individuals and families living in our local community. Population information as indicated in “Culturally Responsive Schools for Micronesian Immigrants Students” written by Hilda C. Heine for the October 2002 edition of PREL Briefing Papers:

Island Area	Population	In Hawaii and Guam
FSM	107,008*	Approx. 15,000
Chuuk	53, 595	
Kosrae	7,686	
Pohnpei	34,486	
Yap	11,241	
RMI	50,840***	8,000 in Hawaii
ROP	19,092**	3,000, primarily in Guam

Source: *From the *Information on the Federated States of Micronesia: People*, by the FSM Mission to the United Nations, 2002. **From *The World Factbook 2001*, by the Central Intelligence Agency 2002. ***From *1999 Census of Population and Housing*, by the RMI Office of Planning and Statistics, 1999.

The statistical challenge is that the exact number of FAS individuals who have immigrated to Hawaii has not been independently tracked; the numbers are combined with statistics that include immigration to Guam and the United States as a whole. The Resource Center could assist the state to compile an accurate count of individuals from the FAS residing in Hawaii.

5. Geographic Coverage

Services will be provided to residents of Oahu.

II. Service Summary and Outcomes

1. Scope of Work, Tasks and Responsibilities

Individuals immigrating from the FAS to Hawaii face barriers to obtaining employment, housing, medical care and educational supports. The Resource Center will provide acculturation services, employment and social skills training; guidance with public assistance benefits including TANF/TAONF, Housing, Med-QUEST, Social Security, state and federal taxes;

interpreter services; and coordinated referrals to other public and private agencies and organizations.

The experienced program team will consist of six full-time staff including, a Program Coordinator, Administrative Assistant, and four specialized Outreach Workers (Chuukese, Marshallese, Pohnpeian, Kosraen).

2. Projected Annual Timeline

The following is a projected annual timeline for accomplishing service results.

Date	Task	Description of Goals and Events
First Quarter	Notice of Funding	Goodwill promptly implements start-up plan.
	Set Up Office	Office is available at the Goodwill Beretania Human Services Facility; use Goodwill funds to purchase needed supplies, materials, and equipment.
	Secure Staffing	Post openings, interview and select qualified applicants. Goodwill expects internal, qualified and experienced candidates to apply for positions.
	Contact Partners; Start Outreach	Contact community and agency partners and begin the outreach process.
	Soft Opening of Coconut Grove Resource Center	Staff will start full-time, two weeks prior to grand opening; establish contacts with participants, community groups, and public/private agencies, set-up files, learn procedures, coordinate seamless start.
Second Quarter	Grand Opening of Coconut Grove Resource Center	A grand opening for participants, legislators, community members, and public and private service providers.
Third Quarter	Full operation of Coconut Grove Resource Center	Resource Center will be in full operation servicing participants in the community.
	Internal reports	Internal reports shall be submitted and reviewed for effectiveness of service provision; revision of services as needed.
Fourth Quarter	Continuation of services	Resource Center will provide workshops, referral services and on-site service for other agencies.
	Assessment and review of services	Review of services provided, goals achieved, and families helped during the first year of operation.

3. Quality Assurance and Evaluation

Goodwill is committed to giving the Coconut Grove Micronesian Resource Center the highest degree of attention at all levels of the organization; therefore, a series of monthly, quarterly, internal and external quality assurance reviews will ensure that established program goals and contract requirements are actively monitored and achieved. Our internal tools incorporate the

requirements of each of our contracts, as well as other measurements to evaluate performance and progress. Goodwill understands that other periodic reports will be requested.

Quality Assurance Department. At Goodwill we have a Quality Assurance Department whose responsibility is to oversee our Quality Assurance for all our Employment and Training programs. The Quality Assurance Department routinely conducts internal audits and onsite document reviews for all Human Services programs; while also providing guidance and consultation with program staff in order to improve and enhance program effectiveness.

The following various quality tools and systems provide excellent feedback and information for the continuous improvement and demonstrate Goodwill's commitment to excellence; which is overseen by the Quality Assurance Department.

Monthly Quality Reviews. Management and program staff will act as a cohesive group to implement monthly quality reviews. These reviews are intended to measure the quality and progress of services provided as well as the accuracy and completeness of case record files. They will help to determine whether problems or inconsistencies are present and identify any corrective action necessary to resolve issues in a timely manner. Trends of participant barriers are reviewed for possible program modifications and/or enhancements that may be needed.

Internal Quarterly Reports. Goodwill has a comprehensive *Outcome Management System*, which establishes standards for each program to measure contract outcomes as well as program specific outcomes to determine the effectiveness, efficiencies and quality of services. Progress is tracked regularly and reported on a quarterly basis. As part of the quarterly report, corrective actions are required for any deficiencies found and suggestions for service improvements are implemented and monitored.

Quarterly Random Participant Interviews. To ensure Goodwill is providing high quality services, every quarter the Quality Assurance department interviews a random sample of participants who have exited the program in the last quarter. This provides us with valuable information about the quality of our services and provides participants with another opportunity to give feedback on how Goodwill can improve services.

Contract Monitoring Tool. For each program, Goodwill develops an Internal Contract Monitoring Tool. Annually, the Quality Assurance Department audits the program to ensure it is meeting all contract requirements in addition to reviewing all internal and external reports. New programs are audited six months after start-up and again six months later to ensure new programs are meeting established expectations.

Customer Satisfaction Survey. Goodwill also administers an annual customer satisfaction survey in order to measure customer satisfaction and effectiveness of our programs. Goodwill asks persons served, employers and referring agencies to complete the survey. Respondents are asked to answer questions in several areas including the quality of services received, the service outcomes, level of satisfaction regarding the program, and suggestions for changes and/or improvements.

Outcome Management System. In addition to Quarterly reports both internally and to our funders, Goodwill conducts an annual internal Outcome Management Report of program services. Each program's goals and objectives are measured including the results of the Annual Customer Satisfaction Survey. Adjustments to programming are made as needed and outcomes are shared with Goodwill's Board of Directors, as well as funding sources and other interested parties on an annual basis.

External Quality Certification. Goodwill is fully accredited by an external and independent organization, The Commission on Accreditation of Rehabilitation Facilities (CARF), which sets international standards for programs serving people with disabilities. The Accreditation process scrutinizes all aspects of the organization including: Human Resources, Financial Management, Organizational Leadership, Quality Individualized Services, Case Management and Services Coordination. In August of 2007, Goodwill's current accreditation was again awarded for the highest level, three-years. Goodwill has successfully met CARF standards for over 25 years and received its most recent accreditation with commendation.

4. Program Measurements

Goodwill proposes to serve 300 individuals and families. On the strength of our experience and the quality of our programs the following goals will be established: 90% of the participants will be trained in acculturation workshops; 80% of participants will be enrolled in a State or Federal program such as First-to-Work, Med-QUEST, and/or Social Security; 75% of participants will find employment within one year; and 80% of employed participants will file for Federal and State of Hawaii income taxes.

III. Financial and Budget

Please see **Attachment A** for all necessary budget forms.

IV. Experience and Capability

A. Necessary Skills and Experience

Goodwill has served the State of Hawaii for nearly 50 years delivering quality educational, case management, employment, life, literacy, math and social skills services. Goodwill understands the significant challenges immigrants and FAS families face in becoming economically self-sufficient. Last year, Goodwill provided services to 8,222 people and placed 1,699 people into gainful employment statewide. Over the past five years, Goodwill has provided training and employment services to almost 36,000 people with barriers to employment, and placed 6,569 people into employment.

Goodwill has been ranked by *Pacific Business News* as the *#1 Permanent Placement Firm in the State* for four consecutive years. Our mission statement is as follows: "*Goodwill Industries of Hawaii, Inc. helps people with employment barriers to reach their full potential and become self-sufficient.*" Goodwill values work as a basic right that will assist people to attain their life goals. Moreover, we believe in each individual's right to self-determination; to make their own decisions regarding life choices as a means of promoting independence and self-sufficiency.

Goodwill is affiliated with Goodwill Industries International (GII), an organization that includes 173 community-based, autonomous member organizations that serve people with workplace

disadvantages and disabilities in the United States, Canada, and 22 other countries. Nationwide, the Goodwill network consists of agencies that make up a \$1.9 billion dollar effort to provide employment and training services to more than one-half million individuals, and place two hundred thousand individuals into competitive employment. The salaries and wages paid to participants served by Goodwill last year were \$1.46 billion.

Goodwill is fully accredited by The Commission on Accreditation of Rehabilitation Facilities (CARF), which sets national standards for programs serving people with disabilities. An organization undergoing CARF accreditation is scrutinized on the quality of services they provide to persons with disabilities and economic disadvantages. In August 2007, Goodwill was again awarded a three-year accreditation, the highest level of accreditation attainable. Goodwill has successfully met CARF standards for over 25 years and received its most recent accreditation with commendation.

Goodwill has developed strong working relationships with numerous state and federal agencies including the Department of Human Services, Department of Public Safety, Office of Community Services, Office of Youth Services and the Workforce Investment Board. Goodwill has a proven track record of meeting and exceeding contractual requirements and as a result, our contracts are typically renewed during the contract period and re-awarded when a contract goes out to competitive bidding. We currently operate 27 employment and training contracts in the State of Hawaii. Notably, in July 2007, Goodwill started the Imi Loa Program ("to seek knowledge and expand new horizons") to provide employment and training services to immigrants including Micronesian individuals and their families; this program is funded by the Office of Community Services. See **Attachment B** for a summary chart of Goodwill's contracts.

1. Community Collaborations

Goodwill recognizes that in any community program, having effective coordination with community partners and resources is essential to the provision of quality services for people with economic disadvantages or other barriers to employment. Goodwill has experience coordinating services when multiple State agencies and community organizations are involved. Examples of collaborations and partners for the proposed Resource Center include:

Goodwill Partners	Description of Collaboration
Department of Human Services	Provision of case management and support services.
Micronesian Community Network	Micronesian acculturation support and special projects.
Marshallese Consulate	Marshallese acculturation support and referral source.
Nations of Micronesia	Referral and resource partner.
Pacific Resources for Education and Learning	Pacific Islander acculturation support, especially Micronesian.
Kalihi Palama Health Center	Provide on site health screenings or referral services.
Pacific Gateway Center	Translation and micro-enterprise opportunities.
McKinley Community School for Adults	English as a Second Language (ESL) specifically for Chuuk and Marshallese individuals.

Goodwill Partners	Description of Collaboration
Hawaii Literacy	English as a Second Language (ESL) and tutoring provided at community housing for families.

Goodwill keeps a detailed log of agencies and resources in the community. When we find our organization does not have the necessary resources to provide needed services, inquiries are made on behalf of the participant, and coordination of services is developed and maintained. In addition, Goodwill utilizes the comprehensive resource and referral system implemented by Aloha United Way called "211".

2. Goodwill's Micronesian Advisory Council

Goodwill formed a Micronesian Advisory Council ("Council") comprised of Goodwill employees of FAS descent and active members in the FAS community. The Council was created to enable Goodwill to provide cultural sensitive employment and training services to our immigrant program participants and Retail Store and Human Services employees from the FAS countries. The Council analyzes and incorporates Western business rules and procedures with the FAS culture traditions in order to develop culturally sensitive and appropriate best practices.

In addition, Goodwill collaborates with the following organizations and individuals in order to address FAS community needs: Nations of Micronesia Committee (NOM); Micronesian Community Network group (MCN); Consulate General of the Federated States of Micronesia; Father Francis Hezel; and Senior Pastor Akendo Onamwar (also a Goodwill Employment Counselor in the Oahu Food Stamp Employment and Training Program).

3. Understands the Challenges of Working with Immigrants and FAS Individuals

Goodwill understands the significant challenges individuals face in becoming economically self-sufficient. We have identified several key issues that could prevent an individual from being successful and have designed our programs to help them overcome these issues:

(a). **Limited English Skills:** Although many immigrants have some English proficiency, the number of non-English speakers in our programs has almost doubled from 14.7% to 26.1%. Children are asked to translate for adults which creates conflicts within the traditional family structure. In addition, limited English language skills reduce the number of available jobs and prevent employees from advocating at the workplace. For many, English as a Second Language ("ESL") instruction will be the first step needed in order to increase employability; while also searching for employment where English language skills are not a prerequisite for hiring.

(b). **Culture and Values Conflicts:** A challenge for recent population is acculturation to Western business practices, especially for those that come from a society that has a limited cash economy, such as some of the FAS nations. Lack of English language skills and comprehension of Western cultural norms and expectations can be overwhelming. As an employer and social service provider, we faced situations where our FAS participants would have multiple "no call/no shows" in a row, due to a family funeral or emergency which is was acceptable in FAS culture. Moving past this "values conflict" and achieving "values integration" is difficult and requires significant training in the role of paid work as a means of family survival and support, and not as

a duty that takes someone away from their family responsibility. We have found developing a new conception of work requires educating the individual as well as their family members.

(c). **Additional Family and Community Responsibilities:** Participants have family responsibilities in addition to taking care of their own children; such as caring for an adult parent or relative who is sick, elderly or disabled. Individuals are often expected to take on the responsibilities of not only their nuclear family, but also extended families within their community. This can be used as a strength in developing the Resource Center, as people can support one another in succeeding in their new Hawaiian residence.

(d). **Limited Work Experience:** Our findings and experience indicate that individuals from FAS nations have limited work experience. The individual may have worked in their country of origin, but may not have had the necessary skills, language, or understanding to obtain a job in Hawaii. The proposed program will teach individuals a variety of acculturation, language, and employment skills which will increase opportunities to obtain and maintain employment.

(e). **Limited Education:** Some participants do not have a High School diploma or GED; very few have any college experience; and for many, English is their second language. Goodwill understands how to adapt the training curriculum to make it more appropriate for adult learners with varying educational and language backgrounds.

(f). **Low Self Esteem and Motivation:** Many times our participants lack motivation and confidence in their abilities. We carefully take time to establish rapport with each participant at the beginning of services because a crucial component in working with this population is establishing a strong foundation of trust early in the relationship. Goodwill works closely with participants, guiding them through the process of self-discovery, skill attainment, and self-sufficiency.

(g). **Transportation:** To assist participants with transportation challenges we consider where they live, their family situation, their personal and work schedule or desired work hours. We discuss their individual situation and their needs; and since transportation is so crucial to continued employment a contingency plan to address unexpected events is developed.

(h). **Limited Resources:** Part of succeeding in a new country is learning about community resources, understanding how to use them, and accessing available services. Goodwill provides the available tools and knowledge necessary so that FAS individuals benefit from the myriad of community resources available; also forming partnerships public and private organizations, churches, outreach groups, and community leaders.

B. Facilities

Goodwill proposes that the Coconut Grove Micronesia Resource Center is located in downtown Honolulu at Goodwill's Beretania Human Service Facility, 1085 S. Beretania Street, Honolulu, HI 96814. The space is conveniently located and readily accessible to the bus line for participants utilizing public transportation. The program facility includes an office suite, classroom, computer lab, and drop-in center in an environment that fosters positive development. Participants have access to a computer lab, the PLATO learning system, and high-speed internet

for instruction and skill development. Staff members have phones and personal computers at their workstations; the program has laptops and projectors for community presentations and group trainings. Staff have been trained to use a host of software systems including Microsoft Outlook and Office systems, and a WAN across all islands. A firewall is also utilized to protect confidentiality of participant information; and program files are maintained in locked file cabinets to ensure confidentiality.

The Beretania office building meets ADA requirements. The exit and entrance are accessible for those with mobility assistive devices, the building has handicapped parking spaces and hallways that allow individuals to maneuver with few to no restrictions. As situations arise for assistive technology or other reasonable accommodations to be made, staff and management will address the needs of the participants. Goodwill conducts annual accessibility surveys with a cross-section of people we serve to insure services and facilities are readily accessible to participants and their families.

V. Personnel: Project Organization and Staffing

A. Proposed Staffing, Staff Qualifications, Supervision and Training

Goodwill has a team of staff and managers who understand the needs of our participants, have direct experience working with low-income and immigrant populations in employment programs, and are passionate about the work they do. Goodwill has a team of experienced management staff that provides supervision and administrative direction relative to the delivery of our programs and services. Supervision and training are an integral aspect of Goodwill's staffing structure.

The experienced program team will consist of six full-time staff including, a Program Coordinator, Administrative Assistant, and four specialized Outreach Workers (Chuukese, Marshallese, Pohnpeian, Kosraen). All staff positions have minimum qualifications established in the areas of education, training and experience in order to assure delivery of quality services. Staff is part of a professional team that partners with participants to enable them to meet their goals and objectives. As part of Goodwill's recruitment process, backgrounds and credentials of staff are checked and verified prior to employment.

In addition, Goodwill prides itself on offering staff the opportunity to participate in a number of types of training to assist them in developing and enhancing their job skills. Comprehensive staff training records are maintained and reviewed on an annual basis. There are multiple levels of staff training available at Goodwill, including: The Goodwill Way: Excellence in Client Services; Continuous Skills Training for Human Service Professional (8-16 hours), Goodwill Leadership Series (30 hours), and Specific Training for Individual Programs. Comprehensive staff training records are maintained and reviewed on an annual basis.

Examples of experienced Goodwill staff who could be available to support to the Resource Center are as follows:

Jocelyn "Josie" Howard as Program Coordinator. Josie holds a B.A.S. in Anthropology and a minor in Biology from the University of Hawaii; she is fluent in Chuukese and conversational in Marshallese and Pohnpeian. She has over four years of experience working with the immigrant

population in the Department of Education as an English as a Second Language instructor as well as a Special Education Assistant where she translated and instructed Chuukese Special Education students. Josie developed and implemented cultural diversity workshops to teachers, administrators, and community agencies for over four years and is the current Program Coordinator for Goodwill's Imi Loa Program. The Micronesian community recognized Josie as a community leader at the October 2006 Micronesian Cultural Event; subsequently, she was asked to consult with the Office of the Lieutenant Governor to provide information on the needs of the Micronesian community in Hawaii.

Sherlynn Eperiam as Outreach Worker. Sherlynn currently serves as a Lead Employment Counselor working for over 5 years at Goodwill; she is bi-lingual in the English and Pohnpeian languages and conversational in Chuukese. Sherlynn currently assists local, immigrant and non-citizen families to find employment and transition from public assistance to self-sufficiency.

Odrikawa "Kawa" Jatios as Outreach Worker. Kawa completed his degree at the University of Hawaii, where he served as the President of the Marshallese Student Club; he is bi-lingual in English and Marshallese. Kawa has a passion for assisting families in the immigrant community enhance their lives through education and employment. He is active in the Micronesian community in Hawaii and supports the promotion of financial stability and community development through the power of work. Kawa is currently working as an Employment Counselor assisting local, immigrant, and non-citizen families to find employment and transition from public assistance to self-sufficiency.

Mary Milne as Outreach Worker. Mary completed her degree at the University of Hawaii at Hilo; she is bi-lingual in English and Marshallese languages and conversational in Chuukese and Kiribatese. Mary has over eight years of experience volunteering in the Marshall Islands, Hilo and Oahu; at homeless shelters, serving on various community committees, and serving as an English and math tutor. Mary is currently an Employment Counselor with Goodwill's Imi Loa program assisting families and individuals to overcome social and employment barriers as well as providing educational and vocational guidance. Mary also tutors students in the McKinley Complex Special English Language Learners Project.

B. Organization Chart

Included in **Attachment C** is Goodwill's agency-wide organizational and program specific organizational charts that clearly show the reporting responsibility of the proposed program. This program will directly report to the Director of Employment Services and then to the Vice President of Human Services to ensure high-level attention and support for the success of the program. Also included is an organizational chart proposed program which delineates the lines of responsibility for each staff member. We have found this staffing structure is efficient to administer, manage, and provide the required services.

VI. Other

A. Litigation

The agency is involved in no pending litigation at this time.

B. Licensure or Accreditation

Not Applicable.

**DECLARATION STATEMENT
APPLICANTS FOR GRANTS AND SUBSIDIES
CHAPTER 42F, HAWAI'I REVISED STATUTES**

The undersigned authorized representative of the applicant acknowledges that said applicant meets and will comply with all of the following standards for the award of grants and subsidies pursuant to section 42F-103, Hawai'i Revised Statutes:

- (1) 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 or subsidy is awarded;
- (2) Comply 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;
- (3) Agree not to use state funds for entertainment or lobbying activities; and
- (4) Allow the state agency to which funds for the grant or subsidy 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 assuring the proper expenditure of the grant or subsidy.

In addition, a grant or subsidy may be made to an organization only if the organization:

- (1) Is incorporated under the laws of the State; and
- (2) Has bylaws or policies that describe the manner in which the activities or services for which a grant or subsidy is awarded shall be conducted or provided.

Further, a grant or subsidy may be awarded to a non-profit organization only if the organization:

- (1) Has been determined and designated to be a non-profit organization by the Internal Revenue Service; and
- (2) Has a governing board whose members have no material conflict of interest and serve without compensation.

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

Goodwill Industries of Hawaii, Inc.

(Typed Name of Individual or Organization)



(Signature)

January 28, 2008

(Date)

Laura D. Robertson

(Typed Name)

President & CEO

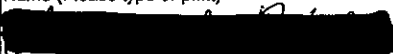
(Title)

BUDGET REQUEST BY SOURCE OF FUNDS

(Period: July 1, 2008 to June 30, 2009)

Applicant: Goodwill Industries of Hawaii, Inc.

Program Name: Micronesian Resource Center

BUDGET CATEGORIES	Total State Funds Requested FY 7/1/2008 to 6/30/2009 (a)	(a)	(c)	(d)
A. PERSONNEL COST				
1. Salaries	281,700			
2. Payroll Taxes & Assessments	37,326			
3. Fringe Benefits	20,360			
TOTAL PERSONNEL COST	339,386			
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	0			
2. Airfare, Out-of-State	0			
3. Audit Services	2,000			
4. Contractual Services - Administrative	2,460			
5. Contractual Services - Subcontracts	0			
6. Insurance	1,500			
7. Lease/Rental of Equipment	3,000			
8. Lease/Rental of Motor Vehicle	0			
9. Lease/Rental of Space	31,920			
10. Mileage	2,400			
11. Postage, Freight & Delivery	2,400			
12. Publication & Printing	30,000			
13. Repair & Maintenance	2,000			
14. Staff Training	3,600			
15. Subsistence/Per Diem	0			
16. Supplies	17,694			
17. Telecommunication	6,600			
18. Transportation	0			
19. Utilities	5,040			
20. Interpreter Services for Clients	36,000			
TOTAL OTHER CURRENT EXPENSES	146,614			
C. EQUIPMENT PURCHASES	14,000			
D. MOTOR VEHICLE PURCHASES	0			
E. CAPITAL	0			
TOTAL (A+B+C+D+E)	500,000			
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	500,000	Carol J. Taira, Vice President of Finance/CFO 836-0313		
(c)		Name (Please type or print) Phone		
(d)		 January 28, 2008 Signature of Authorized Official Date		
TOTAL REVENUE	500,000	Laura Robertson, President/CEO Name and Title (Please type or print)		

**BUDGET JUSTIFICATION
PERSONNEL - SALARIES AND WAGES**

Applicant: Goodwill Industries of Hawaii, Inc.

Period: July 1, 2008 to June 30, 2009

Program: Micronesian Resource Center

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME BUDGETED TO REQUEST B	TOTAL SALARY BUDGETED IN REQUEST A x B
Micronesian Resource Center Coordinator	1.00	\$50,000.00	100.00%	\$ 50,000.00
Outreach Worker - Chuukese	1.00	\$39,000.00	100.00%	\$ 39,000.00
Outreach Worker - Marshallese	1.00	\$39,000.00	100.00%	\$ 39,000.00
Outreach Worker - Kosrae	1.00	\$39,000.00	100.00%	\$ 39,000.00
Outreach Worker - Phonepian	1.00	\$39,000.00	100.00%	\$ 39,000.00
Administrative Assistant	1.00	\$30,000.00	100.00%	\$ 30,000.00
Human Service Division	8.00	\$393,000.00	6.95%	\$ 27,300.00
Finance Department	7.00	\$270,000.00	2.00%	\$ 5,400.00
Human Resources Department	7.00	\$280,000.00	2.00%	\$ 5,600.00
Information Technology Department	3.00	\$150,000.00	2.00%	\$ 3,000.00
Administrative Services Department	6.00	\$220,000.00	2.00%	\$ 4,400.00
				\$ -
TOTAL:				281,700.00
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Applicant: Goodwill Industries of Hawaii, Inc. Period: July 1, 2008 to June 30, 2009
 Program: Micronesian Resource Center

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Computer Workstations	7.00	\$ 1,300.00	\$ 9,100.00	9,100.00
Printers (laser)	4.00	\$ 450.00	\$ 1,800.00	1,800.00
Fax Machine	1.00	\$ 500.00	\$ 500.00	500.00
Laptop for outreach and presentations	1.00	\$ 1,650.00	\$ 1,650.00	1,650.00
LCD Projector for outreach and presentations	1.00	\$ 950.00	\$ 950.00	950.00
TOTAL:	14		\$ 14,000.00	14,000.00
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
N/A			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:			\$ -	
JUSTIFICATION/COMMENTS:				

**BUDGET JUSTIFICATION
CAPITAL PROJECT DETAILS**

Applicant: Goodwill Industries of Hawaii, Inc.

Period: July 1, 2008 to June 30, 2009

Program: Micronesian Resource Center

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ANY OTHER SOURCE OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED		FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2005-2006	FY: 2006-2007	FY:2007-2008	FY:2008-2009	FY:2009-2010	FY:2010-2011
PLANS	N/A	N/A	N/A	N/A	N/A	N/A
LAND ACQUISITION	N/A	N/A	N/A	N/A	N/A	N/A
DESIGN	N/A	N/A	N/A	N/A	N/A	N/A
CONSTRUCTION	N/A	N/A	N/A	N/A	N/A	N/A
EQUIPMENT	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL:						
JUSTIFICATION/COMMENTS:						

2008 List of GOODWILL INDUSTRIES OF HAWAII'S Relevant Contracts

Contracting Agency	Contact Person	Address	Phone Number	e-mail Address	Contract/Program Title	Contract Period	Funding Amount	Performance Outcome	Program Description
Department of Human Services (State)	Geneva Candeau	820 Milliani Street, Suite 606 Honolulu, HI 96813	566-7068	GCandeau@dhs.hawaii.gov	Supporting Employment Empowerment (SEE)	12/1/07-11/30/08	\$1,186,435.00	Current contract 489 placements at an average wage of \$8.33; Contract renewed.	Employment program for single parent household on TANF and two parent household / non-citizens who are receiving non-assistance money
						12/1/06-11/30/07	\$1,024,146.00	295 placements at an average wage of \$8.13; Contract renewed.	
						12/1/05-11/30/06	\$978,330.00	169 placements at an average wage of \$8.09; Contract renewed.	
						12/1/04-11/30/05	\$978,330.00		
Department of Human Services (State/Federal)	Gwen Murashige	820 Milliani Street, Suite 606 Honolulu, HI 96813	566-7060	GMurashige@dhs.hawaii.gov	Employment 1st Hilo FTW GD-M-Hilo, Unit 504 FTW GD-S-Hilo, Unit 505	10/1/07-9/30/08	\$621,501.00	Current contract 64 placements with an average wage of \$10.23 <small>(Note: data between 7/27/07 not included as quarterly not ready)</small>	Employment program for households that are receiving non-assistance money including immigrants and non-citizens
						10/1/06-9/30/07	\$567,166.00	103 placements at an average wage of \$8.08; 23 were Micronesian and 29 were immigrants; Contract renewed	
						10/1/05-9/30/06	\$567,166.00	43 placements at an average wage of \$7.88; Contract renewed.	
						10/1/04-9/30/05	\$567,166.00		
						7/1/07-6/30/08	\$412,500.00	Current contract	
						7/1/06-6/30/07	\$412,500.00	89 placements at an average wage of \$9.34; Contract renewed.	
Department of Human Services (State/Federal)	Geneva Candeau	820 Milliani Street, Suite 606 Honolulu, HI 96813	566-7060	GCandeau@dhs.hawaii.gov	Employment Works Hilo FTW TAONF-Hilo, Unit 537	7/1/05-6/30/06	\$412,500.00	80 Placements at an average wage of \$8.33; 30 were Micronesian and 51 were immigrants; Contract renewed.	Employment program for TAONF families including immigrants and non-citizens.
						7/1/04-6/30/05	\$473,000.00	98 placements at an average wage of \$8.33; Contract renewed.	
						7/1/03-6/30/04	\$473,000.00	72 placements at an average wage of \$8.63; Contract renewed.	
						1/17/07-1/16/08	\$475,000.00	Current contract	
Department of Human Services (State/Federal)	Geneva Candeau	820 Milliani Street, Suite 606 Honolulu, HI 96813	566-7060	GCandeau@dhs.hawaii.gov	Employment Works Vocational Rehab Hilo FTW VR-Hilo, Unit 510	1/17/06-1/16/07	\$475,000.00	28 placements at an average wage of \$8.41; Contract renewed.	Employment program for clients receiving public assistance who are classified as having a disability
						1/17/05-1/16/06	\$475,000.00	46 placements at an average wage of \$8.81; 2 was Micronesian and 14 were immigrants; Contract renewed.	
						7/1/07-6/30/09	\$276,200.00	Current contract	
Department of Human Services (State/Federal)	Michael Hane	830 Punchbowl Street, #420 Honolulu, HI 96813	566-8675	Michael.Y.hane@hawaii.gov	Core Services Employment Program / Job Connectins	7/1/05-6/30/07	\$227,170.00	170 placements at an average wage of \$8.92; Contract renewed	Economically disadvantaged work readiness and placement program
						7/1/03-6/30/05	\$170,000.00	58 placements at an average wage of \$8.08; Contract renewed.	
						7/1/07-6/30/09	\$250,000.00	Current contract	
Office of Youth Services (State)	Cheryl Maae	820 Milliani Street, Suite 617 Honolulu, HI 96813	587-5729	CMaae@dhs.hawaii.gov	OYS Youth / Ola / Ka Hana	7/1/07-6/30/08	\$242,109.00	Current contract	Employment and education program for disadvantaged youth
Workforce Investment Board (Federal)	Klayford Nakaahiki	50 Waiuku Drive Hilo, HI 96720-2484	808-961-8379	chickw@co.hawaii.hi.us	WIA Youth Program / Ola / Ka Hana	9/1/06-8/31/07	\$153,600.00	22 Placements with an average wage of \$7.57; Contract renewed <small>(Note: data current thru 8/27, quarterly data still being processed)</small>	
						9/1/05-8/31/06	\$150,000.00	6 Placements with an average wage of \$8.63; Contract renewed.	

2008 List of GOODWILL INDUSTRIES OF HAWAII'S Relevant Contracts

Contracting Agency	Contact/Person	Address	Phone Number	e-mail Address	Contract/Program Title	Contract Period	Funding Amount	Performance Outcome	Program Description
Department of Labor and Industrial Relations (State)	Keith Yabusaki	830 Punchbowl St., Room 420 Honolulu, HI 96813	586-8675	Keith.Y.yabusaki@hawaii.gov	Employment Core Services Program / Job Connections	7/1/07-6/30/09	\$192,200.00	Current contract	Work readiness and placement program for economically and socially disadvantaged
						7/1/07-6/30/08	\$171,875.00	Current contract	Employment program for individuals receiving Food Stamps
						7/1/06-6/30/07	\$171,875.00	89 placements at an average wage of \$10.54; Contract renewed.	
						7/1/05-6/30/06	\$160,500.00	51 placements at an average wage of \$10.19; 9 were immigrants; Contract renewed.	
Department of Human Services (Federal)	Scott Nakasone	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7072	SNakasone@dh.s.hawaii.gov	Food Stamps (FSET) / Employment & Training	7/1/04-6/30/05	\$110,000.00	3 placements at an average wage of \$8.75; Contract renewed.	
						Contract (QABU)			
						7/1/07-6/30/09	\$465,800.00	Current contract	Work readiness and placement program for economically and socially disadvantaged
Department of Labor and Industrial Relations (State)	Keith Yabusaki	830 Punchbowl St., Room 420 Honolulu, HI 96813	586-8675	Keith.Y.yabusaki@hawaii.gov	Employment Core Services Program / Job Connections	7/1/05-6/30/07	\$410,826.00	167 placements at an average wage of \$9.31; Contract renewed.	
						7/1/04-6/30/05	\$210,000.00	93 placements at an average wage of \$8.06; Contract renewed.	
						7/1/03-6/30/04	\$105,000.00	104 placements at an average wage of \$8.00; Contract renewed.	
Department of Labor and Industrial Relations (State)	Keith Yabusaki	830 Punchbowl St., Room 420 Honolulu, HI 96813	586-8675	Keith.Y.yabusaki@hawaii.gov	Employment Core Services for Immigrants / Imi Loa	7/1/07-6/30/09	\$161,800.00	Current contract	Work readiness and placement program for economically and socially disadvantaged immigrants.
						10/1/07-3/31/08	\$72,000.00	Current contract	Prepare and equip Native Hawaiians for home ownership or perserving their homes through job training and placement training.
Department of Hawaiian Home Lands (State)	Sam Moku	1099 Alakea Street, Suite 2000	586-3853	Sam.E.Moku@hawaii.gov	Home Ownership Assistance Program	4/1/07-3/31/08	\$580,557.00	Current contract	Employment program for households that are receiving non-assistance money including immigrants and non-citizens
						4/1/06-3/31/07	\$580,557.00	61 placements at an average wage of \$9.46; Contract renewed.	
						4/1/05-3/31/06	\$725,696.00	90 placements at an average wage of \$9.21; 60 were Micronesian and 93 were immigrants; Contract renewed.	
						4/1/04-3/31/05	\$580,557.00	75 placements at an average wage of \$9.38; Contract renewed.	
Department of Human Services (State/Federal)	Gwen Murashige	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7060	GMurashige@dh.s.hawaii.gov	Employment 1st Honolulu FTW GD-Honolulu, Unit 330 FTW GD-Kaneohe, Unit 332	10/1/07-9/30/08	\$651,213.00	Current contract	Employment program for households that are receiving non-assistance money including immigrants and non-citizens
						10/1/06-9/30/07	\$651,213.00	51 placements with an average wage of \$9.34; Contract renewed. <small>(Note: data between 7/01-8/07 not included as number has not changed)</small>	
						10/1/05-9/30/06	\$651,213.00	122 placements at an average wage of \$8.57; 23 were Micronesian and 99 were immigrants; Contract renewed.	
Department of Human Services (State/Federal)	Gwen Murashige	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7068	GMurashige@dh.s.hawaii.gov	Employment 1st Leeward FTW GD-Keolu, Unit 201 FTW GD-Waiawa, Unit 301	10/1/04-9/30/05	\$651,213.00	30 placements at an average wage of \$8.76; Contract renewed.	

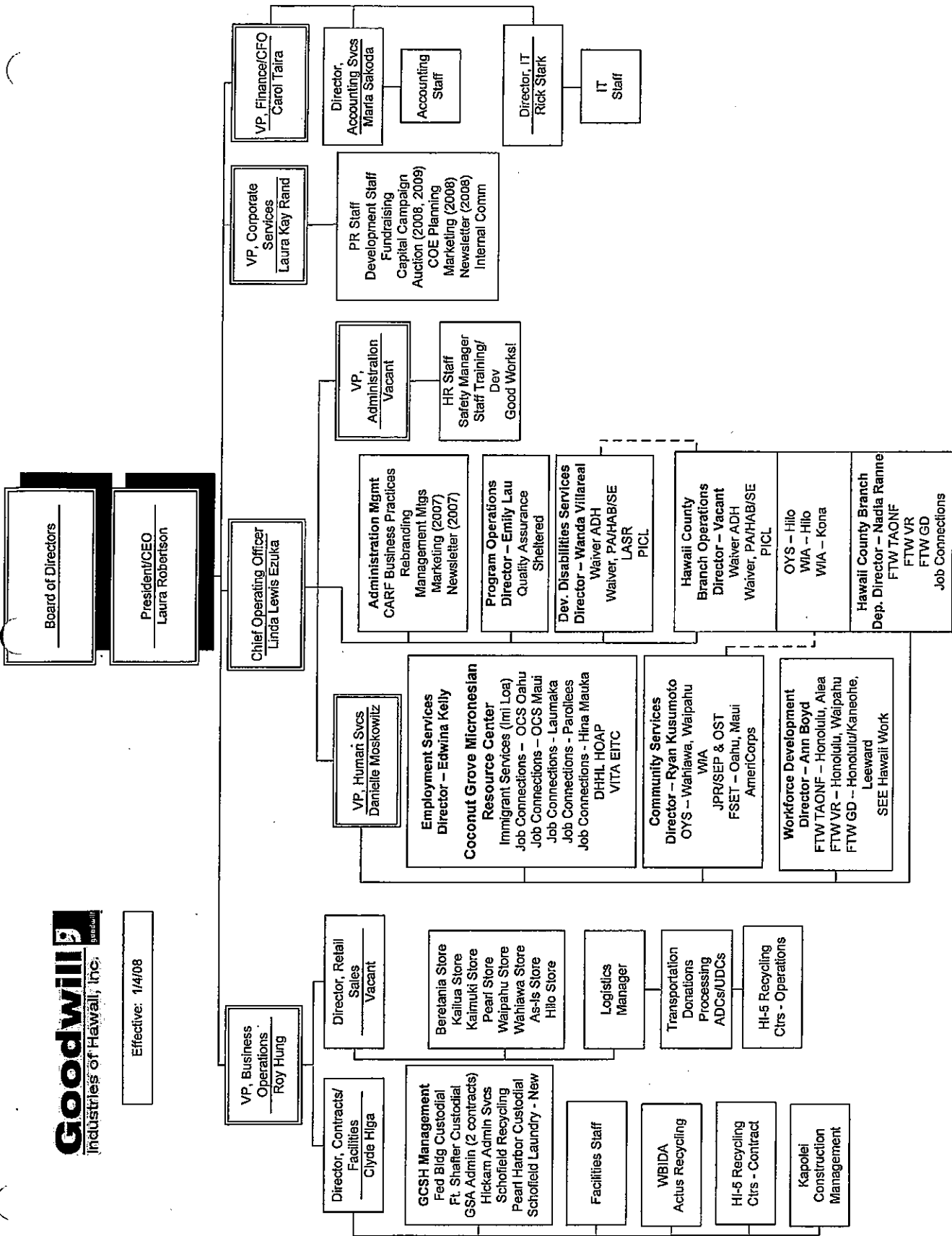
2008 List of GOODWILL INDUSTRIES OF HAWAII's Relevant Contracts

Contracting Agency	Contact Person	Address	Phone Number	e-mail Address	Contract/Program Title	Contract Period	Funding Amount	Performance Outcome	Program Description
Department of Human Services (State/Federal)	Geneva Candean	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7068	GCandean@dhs.hawaii.gov	Employment Works Vocational Rehab FTW VR- Waipahu, Unit 310 FTW VR- Honolulu, Unit 337	7/1/07-6/30/08	\$632,513.00	Current contract	Employment program for clients receiving public assistance who are classified as having a disability
						7/1/06-6/30/07	\$593,750.00	75 placements at an average wage of \$8.60; Contract renewed.	
						7/1/05-6/30/06	\$593,750.00	68 placements at an average wage of \$8.56; 5 were Micronesian and 25 were immigrants; Contract renewed.	
						7/1/04-6/30/05	\$475,000.00	74 placements at an average wage of \$7.91; Contract renewed.	
						7/1/03-6/30/04	\$500,000.00	64 placements at an average wage of \$7.52; Contract renewed.	
						7/1/07-6/30/08	\$625,000.00	Current contract	
DHS (State/Federal)	Geneva Candean	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7068	GCandean@dhs.hawaii.gov	Employment Works Unit 2 FTW TAONF-Ataa, Unit 337	7/1/06-6/30/07	\$436,364.00	117 placements with an average wage of \$8.84; Contract renewed.	Employment program for TAONF families including immigrants and non-citizens.
						7/1/05-6/30/06	\$436,364.00	105 Placements with an average wage of \$9.55; 91 were Micronesian and 202 were immigrants; Contract renewed.	
						7/1/04-6/30/05	\$480,000.00	90 Placements with an average wage of \$8.62; Contract renewed.	
						7/1/03-6/30/04	\$480,000.00	168 Placements with an average wage of \$8.61; Contract renewed.	
						7/1/07-6/30/08	\$625,000.00	Current contract	
						7/1/06-6/30/07	\$436,364.00	88 placements with an average wage of \$8.29; Contract renewed.	
DHS (State/Federal)	Geneva Candean	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7068	GCandean@dhs.hawaii.gov	Employment Works Unit 1 FTW TAONF-Honolulu, Unit 360	7/1/05-6/30/06	\$436,364.00	68 Placements with an average wage of \$8.93; 140 were Micronesian and 287 were immigrants; Contract renewed.	Employment program for TAONF families including immigrants and non-citizens.
						7/1/04-6/30/05	\$436,364.00	122 Placements with an average wage of \$8.73; Contract renewed.	
						7/1/03-6/30/04	\$480,000.00	182 Placements with an average wage of \$7.66; Contract renewed.	
						7/1/07-6/30/08	\$465,253.00	Current contract	
						7/1/06-6/30/07	\$465,253.00	243 placements at an average wage of \$7.81; Contract renewed.	
						7/1/05-6/30/06	\$465,253.00	194 Placements with an average wage of \$7.24; 1 was Micronesian and 99 were immigrants; Contract renewed.	
DHS (Federal)	Scott Nakasone	820 Milliani Street, Suite 606 Honolulu, HI 96813	586-7072	SNakasone@dhs.hawaii.gov	Food Stamps Employment & Training (FSE&T)	7/1/04-6/30/05	\$492,753.00	257 Placements with an average wage of \$6.91; Contract renewed.	Employment program for individuals receiving Food Stamps
						7/1/03-6/30/04	\$559,767.00	284 Placements with an average wage of \$6.76; Contract renewed.	
						7/1/07-6/30/09	\$450,000.00	Current contract	
						7/1/06-6/30/07	\$379,060.00	51 placements at an average wage of \$8.52; Contract renewed.	
						7/1/05-6/30/06	\$316,500.00	52 Placements with an average wage of \$7.92; 2 were Micronesian and 9 were immigrants; Contract renewed.	
						7/1/04-6/30/05	\$322,800.00	31 Placements with an average wage of \$7.19; Contract renewed.	
Department of Human Services (State/Federal)	Gwen Kagihara	601 Kamokila Blvd., Room 515 Kapolei, HI 96707	586-4828	GKagihara@dhs.hawaii.gov	Job Placement and Retention Program	7/1/03-6/30/04	\$331,800.00	36 Placements with an average wage of \$8.57; Contract renewed.	Job preparation, placement, and retention program for individuals with severe disabilities
						7/1/07-6/30/08	\$465,253.00	Current contract	

2008 List of GOODWILL INDUSTRIES OF HAWAII'S Relevant Contracts

Contracting Agency	Contact Person	Address	Phone Number	e-mail Address	Contract/Program Title	Contract Period	Funding Amount	Performance/Outcome	Program Description
Department of Human Services (Federal)	Gwen Kagihara	601 Kamokila Blvd., Room 515 Kapolei, HI 96707	586-4828	GKagihara@dhs.hawaii.gov	Supported Employment Program	7/1/07-6/30/09	\$170,000.00	Current contract	Job preparation, placement, and retention program for individuals with the most significant disabilities
						7/1/06-6/30/07	\$200,000.00	12 placements with an average wage of \$9.29; Contract renewed.	
						7/1/05-6/30/06	\$166,600.00	21 Placements with an average wage of \$6.83; 8 were immigrants; Contract renewed.	
						7/1/04-6/30/05	\$170,000.00	13 Placements with an average wage of \$6.31; Contract renewed.	
						7/1/03-6/30/04	\$170,000.00	20 Placements with an average wage of \$8.08; Contract renewed.	
Workforce Investment Board (Federal)	Carla Harada	711 Kapiolani Blvd., Suite 410 Honolulu, HI 96813	832-7824	CHarada@hawaii.gov	WIA Youth / Ola I ka Hana	7/1/07-6/30/08	Fee-For-Service	Current contract	Employment and education program for disadvantaged youth.
						7/31/06-6/30/07	\$187,500.00	15 Placements with an average wage of \$7.43; Contract renewed.	
						7/1/05-6/30/06	\$132,366.00	21 Placements with an average wage of \$6.82; 4 were Micronesia and 10 were immigrants; Contract renewed.	
						12/22/04-12/31/05	\$239,495.00	11 Placements with an average wage of \$7.45; Contract renewed.	
						10/1/03-9/30/04	\$178,750.00	47 Placements with an average wage of \$7.26; Contract renewed.	
Office of Youth Services (State)	Cheryl Meae	820 Millant Street, Suite 817 Honolulu, HI 96813	567-5729	CMeaea@dhs.hawaii.gov	OYS Youth / Ola I ka Hana	7/1/07-6/30/09	\$446,000.00	Current contract	Education development program for disadvantaged youth
						7/1/06 - 6/30/07	\$240,000.00	1 Placement with wage of \$7.50; Contract renewed.	
						7/1/05 - 6/30/06	\$180,000.00	7 Placements with an average wage of \$6.82; 6 were Micronesia and 12 were immigrants; Contract renewed.	
						7/1/03 - 6/30/05	\$120,000.00	13 Placements with an average wage of \$7.45; Contract renewed.	
Division of Public Safety (State : sub-contract)	Marie Hughes	45-845 Pookela Street Kaneohe, HI 96744	236-2600	mhughes@hina mauka.org	Hina Mauka / Job Connections	7/1/07-7/16/08	sub-contractor	Current contract	Job readiness training for women within the prison system
						7/1/05-7/16/07	sub-contractor	Sub-Contract renewed	
						7/1/03-7/16/05	sub-contractor	Sub-Contract renewed	
Department of Public Safety (State)	Marc Yamamoto	919 Ala Moana Blvd., 4th Floor Honolulu, HI 96814	567-1215	marc.s.yamamoto@hawaii.gov	Job Placement for Parolees / Job Connections	8/1/07-7/31/08	\$43,000.00	Current contract	Pre-employment, Job Development, and Job Placement for parolees
						8/1/06-7/31/07	\$43,000.00	13 Placements with an average wage of \$8.66; Contract renewed. <small>(note due current hrs. diff, quarterly data still being processed.)</small>	
						8/1/05-7/31/06	\$60,000.00	33 Placements with an average wage of \$9.14; 13 were immigrants; Contract renewed.	
						8/1/04-7/31/05	\$47,000.00	13 Placements with an average wage of \$9.13; Contract renewed.	
						8/1/03-7/31/04	\$47,000.00	7 Placements with an average wage of \$9.59; Contract renewed.	
Department of Public Safety (State)	Marc Yamamoto	919 Ala Moana Blvd., 4th Floor Honolulu, HI 96814	567-1215	marc.s.yamamoto@hawaii.gov	Job Placement for Male Offenders / Job Connections - Laumaka	6/1/07-6/30/08	\$103,910.00	Current contract	Pre-employment, Job Development, and Placement for Male Offenders on Oahu for Corrections Program Services
						8/1/06-6/30/07	\$71,710.00	29 Placements with an average wage of \$8.82; Contract renewed.	

Effective: 1/4/08



Goodwill Industries of Hawaii, Inc.
The Coconut Grove: Resource Center

Chief Operating Officer
Linda Lewis Ezuka

Vice President of Human
Services
Danielle Moskowitz

Director of Employment
Services
Edwina Minglana-Kelly

The Coconut Grove:
Micronesian Resource Center

Program Coordinator
(1 FTE)

Administrative
Assistant
(1 FTE)

Outreach Worker
Chuukese
(1 FTE)

Outreach Worker
Marshallese
(1 FTE)

Outreach Worker
Pohnpeian
(1 FTE)

Outreach Worker
Kosraen
(1 FTE)

