

**Resume of  
Howard A. Lesser**

**EDUCATION:** Bachelor of Arts Degree, Psychology  
University of Cincinnati, Cincinnati, Ohio

**EMPLOYMENT EXPERIENCE:**

- 4/01/2009 **Hawaii Disability Rights Center**  
to present Case Advocate IV (see below)
- Participated in Workforce Innovation and Opportunities Act (WIOA) Conference, November, 2013
  - Co-presented WIOA with Division of Vocational Rehabilitation(DVR), November, 2015, to Department of Education (DOE), including transition teachers, DOH-DDD, DHS, DOL, non-profit agencies
- 10/27/2008 **Hawaii Disability Rights Center**  
3/31/09 Interim Executive Director
- Served Board Chair and members
  - Completed and Submitted Interim Agency Organizational Chart
  - Completed Job Performance Reviews for HDRC staff
  - Assisted with PAIR and CAP annual Program Performance Reports
  - Assisted with PABSS Annual Narrative
  - Assisted with WIPA quarterly and annual reports
  - Completed Staff Work Plans for Fiscal Year
  - Participated in weekly Intake meetings
  - Planned, coordinated and implemented new staff training
  - Participated in TASC NDRN CAP training 11/17-19
- 10/16/2000 **Hawaii Disability Rights Center**  
to present Case Advocate IV
- Provided both individual and systems advocacy representation for all of the agency's programs serving persons with disabilities within the agency's federal mandates.
  - Monitored and investigated state, public and private non-profit agencies for reported rights violations.
  - Conducted aggressive outreach statewide.
  - Provided rights orientation training throughout the state.
  - Represented clients at Social Security, Medicaid, Department of Education, Department of Health, and Vocational Rehabilitation hearings.

- Completed certification and Federal background check for the WIPA program.
- Met or exceeded annual job performance reviews.
- Provided orientation and training for new staff.

1/01/91 to  
10/15//00

**Hawaii Centers for Independent Living**

Deputy Director

- Assisted in the overall administration and supervision of statewide personnel and programs.
- Responsible for day-to-day program operations.
- Developed, implemented and analyzed agency policies and procedures.
- Compliance monitoring and quality management.
- Conducted Peer Reviews in Pago Pago, American Samoa and Sparks, Nevada, Centers for Independent Living with Rehabilitation Services Administration
- Analysis and reporting of statistical data.
- Program development.
- Participated in Department of Education Individualized Education Plans and Department of Human Services and Social Security Administration appeals hearings.
- Responsible for writing the agency's quarterly and annual program performance reports to all funding sources.
- Preparation of annual program budgets.
- Fundraising.
- Legislative liaison.
- Organized 400 letters of support for the Chore Services program to maintain funding at State Legislature.
- Public relations.
- Participated in various advisory boards, task forces, coalitions and councils on behalf of the agency.

12/89  
to 12/90

**Goodwill Industries of Honolulu, Inc.**

Director of Rehabilitation

- Provided direction for all programs within the department, including the development and maintenance of their goals, standards, procedures and methodologies.
- Responsible for ensuring that all rehabilitation programs were in total compliance with all accrediting, certifying and monitoring bodies.
- Guided and directed staff in implementing programs working with Program participants in accordance with program guidelines.
- Provided opportunities for staff to participate in training related to current technological practices.
- Revised the agency's policies and procedures manual.
- Conducted departmental meetings.
- Assured that all stipulations of the agency's purchase of service contracts

were met.

- Developed and obtained funding for new programs in conjunction with the agency's strategic plan.
- Administered the agency's program evaluation system.
- Promoted and marketed the agency's programs to the community.
- Served as legislative liaison.
- Developed the Home and Community Based Services program for the agency.

1/87  
to 12/89

**Protection and Advocacy Agency of Hawaii, Inc.**

Case Advocate

- Provided both individual and case advocacy representation for individuals with developmentally disabilities, mentally illness, dual diagnoses, or clients under the Division of Vocational Rehabilitation within the agency's Federal mandate.
- Responsible for writing the agency's quarterly and annual program performance reports under the Protection and Advocacy for Mentally Ill Individuals Act (PAIMI).
- Monitored and investigated state, public and private non-profit agencies for reported rights violations.
- Responsible for writing Federal grant applications.
- Assisted in the development of the Human Rights Committee at Hawaii State Hospital.
- Provided rights orientation training throughout the state.
- Staffed and coordinated agency's Advisory Council meetings and assisted with annual goals and objectives.
- Represented clients at Social Security, Medicaid, Department of Education, Department of Health, and Vocational Rehabilitation hearings.
- Served as guardian ad litem for guardianship and civil commitment cases in Civil and Family Court.
- Served as agency liaison and chaired the Handicapped Network coordinating and conducting weekly meetings during the legislative session for the purpose of reviewing, writing and testifying on disability related issues.

4/86  
to 1/87

**Hawaii State Planning Council on Developmental Disabilities**

Program Specialist IV

- Provided support and assistance to the Council's Statewide Master Plan.
- Assisted in the development of supported employment programs in existing pre-vocational and sheltered workshop programs.
- Analyzed and researched programs serving individuals who are developmentally disabled.
- Staffed both Project Review and Evaluation Committee and Employment Development Committee; coordinated meetings for foregoing committees.

- Wrote annual report.
- Served as Legislative liaison.
- Council Representative to Rehabilitation Facilities of Hawaii.
- Conducted study of liability insurance affordability for non-profit organizations.
- Disseminated information on county, state and federal grants to pertinent non-profit organizations.
- Provided technical assistance to parents and professionals.
- Participated in conferences concerning individuals who are developmentally disabled.
- Promoted community integration of individuals who are developmentally disabled.

7/83  
to 4/86

**Autistic Vocational Education Center**

Executive Director

- Responsible for overall supervision and participation in the coordination of agency program staff.
- Responsible for evaluation and updating of the program's goals and objectives.
- Actively sought funding through grants, charitable trusts and foundations, private donations and fundraising activities.
- Conducted and supervised assessments, baseline data, and Individualized Education Plans (IEPs).
- Prepared narrative and fiscal progress reports to agency board and support agencies.
- Provided education to community to understand autism and showcase achievements accomplished through agency program training.
- Wrote newsletters to parents/agencies to inform them about agency program activities.
- Served as agency liaison to the State Legislature.
- Acted as substitute for all direct service staff positions when necessary.
- Served as agency representative for various committees, task forces, advisory boards, coalitions and councils.

9/81  
to 7/83

**Autistic Vocational Education Center**

Counselor/Teacher

- Developed community-based work sites for program clients
- **Developed and implemented the first Supported Employment program in the State of Hawaii for program clients.**
- Worked with Division of Vocational Rehabilitation Plan in implementing Individualized Work Related Plan for applicable clients.

4/79  
to 9/81

**Autistic Vocational Education Center**

Teacher Assistant

- Assisted teachers with daily instruction and activities.
- Developed Individualized Education Plans for clients
- Developed positive, non-physical behavioral intervention strategies for clients.

**COMMUNITY ACTIVITIES:**

**(Current) Vice Chair, Hawaii State Rehabilitation Council, representing Hawaii Disability Rights Center, Client Assistance Program (CAP)  
Appointed by Governors Cayetano, Lingle, Abercrombie and Ige administrations**

**Member, Executive Committee, Legislative Committee, and Program & Evaluation Committee, Hawaii State Rehabilitation Council**

**Member, Children's Coordinating Council, Ko'olaupoko**

**Current Member, Advocacy Committee, Hawaii Diabetes Association in Hawaii**

**Volunteer, National Kidney Foundation, Honolulu, Hawaii**

**Chair, Hawaii State Mental Health Planning and Advisory Council, 1996-2000, 2000-2004 (Appointed by Governor Waihee and Governor Cayetano)**

**Board Vice President, Hawaii Centers for Independent Living, 2002-2004**

**Board Member, Hawaii Disability Rights Center, 1997-2000**

**Board member, Honolulu Community Action Program, 1996-2004**

**Member, Palolo Lions Club since 1995, Zone Chair (Current) for 3 Lions Clubs, Past President, Palolo Lions Club, 2015**

**Past Trustee, Hawaii Lions Foundation, 2000**

**Past Board Member, Hale Kuha'o, Independent Living Housing, 1998-2001**