

Easter Seals Hawaii  
January 23, 2026

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Proposal for  
Grants in Aid Fiscal Year 2027  
Chapter 42F (Grant in Aid), Operating

*Home & Community-Based Services (HCBS) and Autism  
Services (AS) Support*

## **Section I. Forms**



STATE OF HAWAII  
STATE PROCUREMENT OFFICE

**CERTIFICATE OF VENDOR COMPLIANCE**

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

**Vendor Name:** **EASTER SEALS HAWAII\***

**Issue Date:** **01/21/2026**

**Status:** **Compliant**

Hawaii Tax#: [REDACTED]  
New Hawaii Tax#: [REDACTED]  
FEIN/SSN#: [REDACTED]  
UI#: XXXXXX0463  
DCCA FILE#: 3811

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Compliant
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

**Status Legend:**

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

Easter Seals Hawaii affirms compliance with Standard **§42F-103**, which states:

- (a) Grants shall be awarded only to individuals who, and organizations that:
- (1) Are 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;
  - (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 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.
- (b) In addition, a grant may be made to an organization only if the organization:
- (1) Is either:
    - (A) Incorporated under the laws of the State; or
    - (B) Spends at least ninety per cent of its operating budget in the State; and
    - (C) Registered with the department of commerce and consumer affairs and in possession of a valid certificate of vendor compliance issued by the State that documents the organization's compliance and good standing with the United States Internal Revenue Service, department of taxation, department of labor and industrial relations, and department of commerce and consumer affairs; and
  - (2) 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.
- (c) Further, a grant may be awarded to a nonprofit organization only if the organization:
- (1) Has been determined and designated to be a nonprofit organization by the Internal Revenue Service; and
  - (2) Has a governing board whose members have no material conflict of interest and serve without compensation.
- (d) If a grant is used by an organization 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. This restriction shall be registered, recorded, and indexed in the bureau of conveyances or with the assistant registrar of the land court as an encumbrance on the property. Amounts received from the repayment of a grant under this subsection shall be deposited into the general fund. [L 1997, c 190, pt of §3; am L 2007, c 184, §1; am L 2014, c 96, §7; am L 2022, c 26, §1]

Date 1/20/24 Signature 

Printed Name Patrick Klein Title CEO

Easter Seals Hawaii affirms that this grant complies with §42F-102 and will be used for a public purpose. §42F-102 states:

Requests for grants shall be submitted to the appropriate standing committees of the legislature at the start of each regular session of the legislature. Each request shall state:

- (1) The name of the requesting organization or individual;
- (2) The public purpose for the grant;
- (3) The services to be supported by the grant;
- (4) The target group; and
- (5) The cost of the grant and the budget. [L 1997, c 190, pt of §3; am L 2014, c 96, §6]

Date 1/20/26 Signature 

Printed Name Patrick Klein Title CEO

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISIED 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, Hawai'i 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, Hawai'i 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; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i 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.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

Pursuant to Section 42F-103, Hawai'i 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.

Easterseals Hawaii  
(Typed Name of Individual or Organization)

  
(Signature)

1/20/26  
(Date)

Patrick E. Klein Chief Executive Officer  
(Typed Name) (Title)

## **Section II. Background and Summary**

### **A brief description of the applicant's background**

Easter Seals Hawaii (ESH) has served the state for over 75 years, beginning in 1946. Our mission is to provide exceptional, individualized, and family-centered services that empower children and adults with intellectual and developmental disabilities (I/DD), including autism, Down syndrome, and cerebral palsy, to achieve their goals.

We offer a lifelong continuum of care, from birth to old age, and deliver over 286,000 service hours annually to more than 2,000 individuals and families across the Hawaii Islands. Our services include evaluation and assessment; individualized plans; therapeutic, educational, and training interventions; community integration; and coaching and support for family members and caregivers.

All funds raised by Easter Seals Hawaii remain in Hawaii and help us carry on our tradition of creating solutions and changing lives.

### **The goals and objectives related to the request**

Our first GIA funding goal is to enhance the impact of our Adult Home and Community-Based Services (HCBS) on Hilo and the Neighboring Islands. This program supports adults and kupuna with intellectual and developmental disabilities (I/DD). Over the past two years, we have served over 200 adults across Hawaii, and we anticipate serving the same number in the 2027 FY. HCBS is a place where adults and kupuna with I/DD can flourish in center and community settings.

Our second funding goal is to support our Autism Services (AS). These services provide a bridge for individuals with autism spectrum disorder, offering evidence-based Applied Behavior Analysis (ABA), social groups to build interpersonal skills, and diagnostic services that help families secure the support they need early in their journey.

We will use funds in four ways:

1. Invest in the people who provide care to program participants. These staff are called Direct Service Personnel (DSPs). This portion of the grant will focus on Hawaii Island staff.
2. Support HCBS participant travel across the islands, which can be to local businesses like grocery stores, or to community nonprofits, parks, or museums, for socialization, skill-building, and fun.
3. Support Autism Services by funding staff, travel, and facility costs necessary to deliver ABA and social group sessions.
4. Purchase adaptive equipment and tools used for program engagement across the islands.

***While ESH has submitted a separate GIA request for workforce stabilization throughout Honolulu County, that request is distinct in its geographic focus and scope.*** This

application is specifically designed to 1. support the staffing on Hawaii Island, 2. provide HCBS program resources throughout the Islands, and 3. support AS staff and programming.

Our goals and objectives for this \$250,000 request are:

- HCBS Workforce Stability in Hilo: Recruiting and retaining DSPs to ensure our participants receive reliable, high-quality support.
- Independence Through Adaptive Tools: Purchasing adaptive technology and exercise equipment for program activities throughout the islands to help participants reach their physical and independence goals.
- Inspiring Community Connection: Facilitating group travel and logistics for outings to local businesses and community events, fostering roles of acquired leadership and social interaction.
- Provide Developmental Services for Children and Youth: We will provide children and young people who have autism spectrum disorder (ASD), with diagnostic services, ABA sessions, and social skills groups.
- Reaching Participant Goals: Ensuring that every participant has the necessary materials and staff support to experience the joy of living through daily activities, ABA sessions, and social skills groups, which help them reach their unique goals.

#### **The public purpose and need to be served**

This operating grant fulfills a public purpose under Section 42F-102, HRS, by sustaining a program that increases the self-esteem and independence of Hawaii's vulnerable citizens: children, adults, and kupuna with I/DD. There is a great community need for resources that support an individual's unique gifts while building the skills to thrive. For families navigating an autism diagnosis, AS provides a lifeline through diagnostics and ABA therapy. For adults in HCBS, it provides a path to community integration.

Furthermore, both programs provide respite hours for caretakers. By providing professional, community-based care, we allow family members to decompress or complete daily tasks, leading to less stress and happier households where everyone thrives.

#### **Describe the target population to be served; and**

This project will target children, adults, and kupuna (ages 3 to 85+) with I/DD, including those with autism, Down syndrome, and cerebral palsy, residing across Hawaii.

#### **Describe the geographic coverage.**

This request will support the ESH care workforce (HCBS on Hawaii Island and AS throughout the state), as well as program supplies and participant travel across the islands.

## **Section III. Service Summary and Outcomes**

### **Scope of work, tasks, and responsibilities**

The scope of this project is to provide an environment where children, adults, and kupuna with I/DD flourish. The project will also offer caregivers relief, knowing their loved ones are in highly capable hands. Grant tasks include stabilizing our Hilo workforce by recruiting and retaining dedicated DSPs who partner with our participants in their daily journeys toward their goals and independence. At the same time, we will purchase adaptive equipment, like exercise tools and technology, to support independence in our HCBS centers across the islands. We will also coordinate group travel for HCBS participants by funding transportation and admittance, where required, to visit local businesses and parks for skill-building and community enjoyment. For Autism Services, we will facilitate ABA sessions, diagnostic evaluations, and Social Group Sessions that target social-emotional growth.

### **Projected annual timeline**

Anticipated timeline for the grant period:

Quarter 1 (October 2026–December 2026) - After the first grant disbursement, we will:

- Initiate recruitment and retention efforts for Hilo-based DSPs.
- Begin purchasing adaptive equipment and tools for island-wide program engagement in HCBS and AS.
- Plan and host at least three community outings for HCBS participants per month.
- Plan HCBS outings for Quarter 2.
- Report results as required.

Quarter 2 (January 2027–March 2027) - After the second grant disbursement, we will:

- Continue ABA therapy, social groups, and HCBS support.
- Training is given to staff as needed to improve skills and service level.
- Program Managers will conduct mid-year progress reviews toward participant independence milestones for HCBS and AS.
- Facilitate HCBS group travel to local businesses and community sites using grant-funded logistics support, aiming for at least three outings per month.
- Plan HCBS outings for Quarter 3.
- Report results as required.

Quarter 3 (April 2027–June 2027) - After the third grant disbursement, we will:

- Continue ABA therapy, social groups, and HCBS support.
- Evaluate the impact of adaptive tools and exercise equipment on participants' physical and independence goals for HCBS and AS.
- Facilitate HCBS group travel to local businesses and community sites using grant-funded logistics support, aiming for at least three outings per month.
- Host a specialized Social Group event for AS participants to build community connections.
- Plan HCBS outings for Quarter 4.
- Report results as required.

Quarter 4 (July 2027–September 2027) - After the fourth grant disbursement, we will:

- Continue ABA therapy, social groups, and HCBS support.
- Continuous staffing and planning for 2028 are maintained to protect service continuity.
- Conduct caregiver surveys to assess the impact of respite relief and household stability throughout the year.
- Facilitate HCBS group travel to local businesses and community sites using grant-funded logistics support, aiming for at least three outings per month.
- Program Managers will evaluate DSP staff during employee reviews to ensure they are meeting/exceeding expectations.
- Plan HCBS outings for the first Quarter of 2028.
- Report results as required.

### **Quality assurance and evaluation plans for the request**

Quality assurance (QA) at ESH is client-driven. We do this to ensure services stay centered on the participant's personal goals. Our multi-layered evaluation plan monitors, evaluates, and continuously improves results.

Every HCBS participant has a personalized plan with specific, measurable goals. Our DSPs are responsible for daily tracking and service delivery documentation against these goals. This level of monitoring ensures fidelity to their plan and compliance with DOH-DDD and Medicaid Waiver requirements. We provide quarterly progress reports to participants and their families, which serve as a formal review tool to measure achievement toward the goals of independence and self-determination. For community and vocational objectives, we track output metrics like the number of unique community activities completed and the number of job placements secured, ensuring our objectives for community connection and increased independence are met.

For AS, our credentialed staff monitor each participant and track their progress toward developmental and social goals as they move through their individualized program. These results are recorded after each session and referred to by staff when setting new goals and benchmarks. All goals are age and developmentally appropriate. Information is shared with caregivers to provide feedback on their child's progress and to suggest activities that may help improve quality of life at home and in the community.

To ensure the highest standard of care, ESH conducts both scheduled and unannounced observational visits to services. This qualitative data, combined with regular feedback from client families, helps us understand the personal impact of our work and identify areas for staff training or service adjustment. Our organization-wide Client Satisfaction Score is continually monitored. In 2024, this score was 4.54 out of 5, and we want to maintain this high standard while continually improving the program through client feedback.

Any fluctuation triggers a root-cause analysis by our Program Managers to implement improvements, ensuring ESH maintains its reputation for providing exceptional care throughout Hawaii. This process also allows us to evaluate the effectiveness of our respite support,

ensuring that our "happier households" objective is met by providing caregivers with reliable, professional breaks.

### **Measures of effectiveness**

ESH will report the following measures of effectiveness to the State:

- *Community Connection:* We will document 40 total community outings to support HCBS participant skill-building and socialization. We will report this in our quarterly progress reports.
- *Participant Goal Achievement:* We aim for an 85% success rate in helping HCBS and AS participants meet specific, measurable goals in their personalized plans through grant-funded resources. We will report this in our quarterly progress reports.
- *Caregiver & Client Satisfaction:* We will maintain a Client Satisfaction Score of 4.50 or higher, with 90% of surveyed caretakers providing positive feedback on the respite's impact. We will report this information in our final grant report after administering the caregiver survey.
- *Workforce Stability:* We will maintain an 80% staff retention rate in our Hilo program to ensure quality service continuity in the HCBS program. We will update this number in the final grant report, using the year-long time frame to train, mentor, and monitor employees.

## **Section IV. Financials**

**Quarterly funding requests for the fiscal year 2027.**

<i>Quarter 1</i>	<i>Quarter 2</i>	<i>Quarter 3</i>	<i>Quarter 4</i>	<i>Total Grant</i>
\$75,000	\$75,000	\$50,000	\$50,000	\$250,000

**Other sources of funding that they are seeking for fiscal year 2027.**

ESH will apply for external funding through donations, fundraisers, and grants (foundation, government, and corporate). We also earn income from the services we provide.

We have applied for the following grants, which are pending as of this application:

State of HI EI Service Contract	\$300,000
Campbell Foundation	\$50,000
Grants in Aid Honolulu	\$150,000
Cooke Foundation LOI	\$20,000
Kauai Charity Walk	\$8,800
Hawaii Grants in Aid Capital	\$100,000
Hawaii Grants in Aid Operating (current application)	\$250,000

**State and federal tax credits granted within the prior three years**

2023 ESH received \$987,000 in Employee Retention Credits.

**Federal, state, and county government contracts, grants, and grants in aid granted within the prior three years and will be receiving for fiscal year 2027 for program funding.**

Prior Three Years (FY 2023–2025): No federal, state, or county government contracts or grants were received during this period.

Fiscal Year 2027:

Pending: A \$300,000 CIP GIA grant is currently under review.

Status: Funds have not yet been dispersed, and final confirmation for FY 2027 receipt is pending agency approval.

**Balance of its unrestricted current assets as of December 31, 2025.**

\$26,464,020.85



# BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

Applicant: Easterseals Hawaii

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	150,000			
2. Payroll Taxes & Assessments	12,000			
3. Fringe Benefits	27,000			
<b>TOTAL PERSONNEL COST</b>	<b>189,000</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island	5,000			
2. Insurance	0			
3. Lease/Rental of Equipment	0			
4. Lease/Rental of Space	25,000			
5. Staff Training	8,000			
6. Supplies	5,000			
7. Telecommunication	1,500			
8. Utilities	1,500			
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>46,000</b>			
<b>C. EQUIPMENT PURCHASES</b>	<b>15,000</b>			
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>250,000</b>			
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested		Eric Chamberlain	808-829-9931	
(b) Total Federal Funds Requested		Name (Please type or print)	Phone	
(c) Total County Funds Requested			1/20/26	
(d) Total Private/Other Funds Requested		Signature of Authorized Official	Date	
<b>TOTAL BUDGET</b>	<b>250,000</b>	Name and Title (Please type or print)		

# BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2026 to June 30, 2027

Applicant: Easterseals Hawaii

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Adaptive Program Equipment/Tools to support programs	1.00	\$15,000.00	\$ 15,000.00	15000
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>	1		\$ 15,000.00	15,000

**JUSTIFICATION/COMMENTS:**

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				

**JUSTIFICATION/COMMENTS:**

## **Section V. Experience and Capability**

## **Necessary Skills and Experience**

Easterseals Hawaii possesses the knowledge and infrastructure necessary to successfully execute this project. For over 75 years, we have been a leader in Hawaii's disability services sector, and we maintain a reputation for excellence in person-centered care throughout the state. Our experience is evidenced by our long-standing status as a qualified Medicaid Waiver provider and our CARF International accreditation, which represents the highest level of third-party validation in our field.

Our capability to manage this specific request is further demonstrated by our recent results. ESH was a lead participant in the 2024-2025 Hawai'i Department of Health Developmental Disabilities Division Workforce Development Training Incentive Program. This program used data-driven mentorship and training to stabilize frontline staffing. This experience gives us a proven playbook for recruiting and retaining the high-quality staff needed for our Hilo expansion.

We successfully manage an annual operating budget that supports over 286,000 service hours for adults and children with I/DD and their families. Our administrative team is experienced in the documentation and reporting required by the State (DOH-DDD) and the Legislature.

We have a track record of coordinating complex logistics for over 200 adults across the islands. Our staff is trained to navigate transit for individuals with I/DD, so they ensure all HCBS outings are completed with participant safety as the priority.

## **Facilities**

Our Hilo facility at 49 Kaiulani St. is the primary site for the workforce stabilization efforts in this grant. This location is uniquely adequate for this request because it is currently being modernized into a "Lifespan Service Hub." It provides the necessary administrative space for DSP training and supervision, as well as therapeutic areas for participants to utilize new adaptive equipment. Because ESH has leased this site since 1981, we have site control and a stable environment to host the socialization, skill-building, and respite services described in this proposal.

ESH uses a multi-site model that spans six islands across Hawaii. Many of our 286,000 service hours are delivered in participants' homes or community settings, showing community integration. ESH maintains multiple accessible administrative and service centers that provide coordination, clinical oversight, and group training. Our main center on Green Street in Honolulu serves as our administrative and clinical headquarters. This location supports all Neighbor Island operations.

Service centers are maintained across the Neighbor Islands, including locations in Kahului (Maui), Līhue/Kapāa (Kauai), and Hilo/Keaau (Hawaii Island). These local facilities function as staff hubs for Direct Service Providers, host vocational training classes, and provide accessible spaces for group learning, ensuring continuity of care even in rural and isolated communities.

**Section VI. Personnel:  
Project Organization and Staffing**

## Proposed Staffing, Staff Qualifications, Supervision and Training

ESH employs specialized practitioners for all age groups that we serve. HCBS Direct Service Personnel possess verified experience working with adults with I/DD and complete extensive training in person-centered planning, behavioral support, and life-skills facilitation. All participants benefit from this specialized care, since it targets their individual and family needs. DSPs provide the daily 1:1 or group support that allows our participants to flourish. Utilizing this grant to stabilize our Hilo workforce allows us to maintain the capacity to serve over 200 adults statewide, ensuring that staff-to-client ratios meet or exceed DOH-DDD requirements.

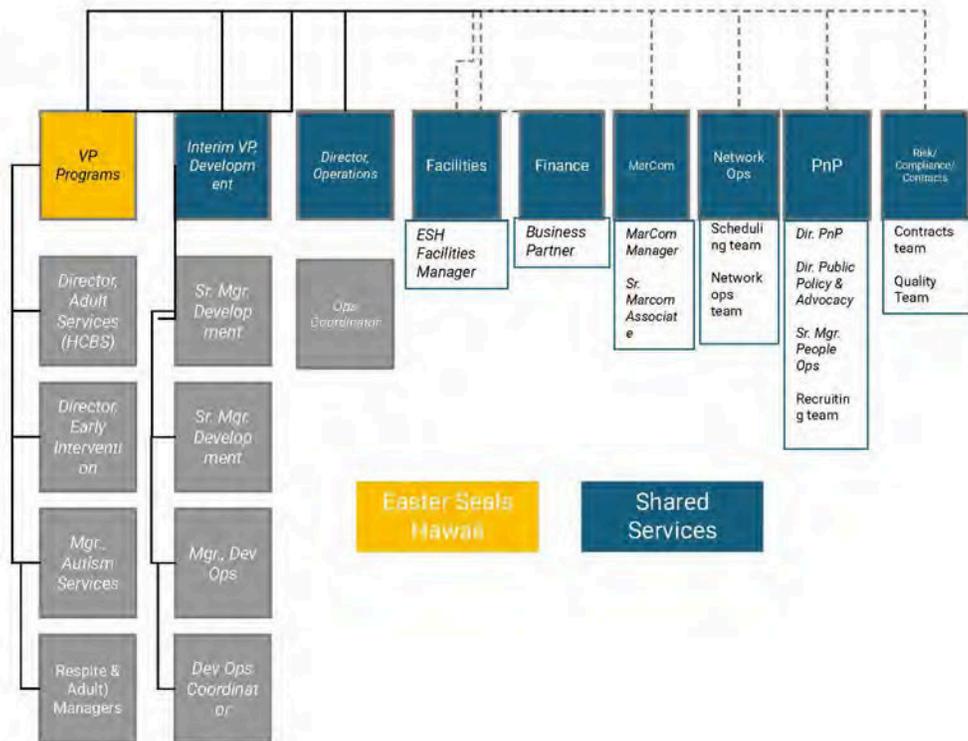
For AS, we employ Board Certified Behavior Analysts (BCBAs) and Registered Behavior Technicians (RBTs) who are experts in evidence-based autism interventions.

ESH maintains a continuous, year-round staff training protocol covering best practices, including community integration, family coaching, and safety protocols. We conduct annual reviews on our employees, as well as scheduled and unscheduled observations.

## Organizational Chart

# Easterseals Hawaii Organizational Chart

October 2025



**Compensation**

Clinical Manager, \$125,287

Clinical Manager, \$125,038

Speech Language Pathologist, \$116,448

**Job Descriptions**

Job descriptions for relevant positions are on the following pages.

## Overview

### Overview

<b>Inactive</b>	No
<b>View As Of</b>	11/17/2025
<b>Date of Last Change</b>	11/12/2025 09:32:49,347 AM
<b>Job Profile Name</b>	Direct Support Worker (ESH)
<b>Job Code</b>	JC10072
<b>Include Job Code in Name</b>	No
<b>Job Profile Summary</b>	<p>Are you a self-motivated and reliable person who can work with adults with disabilities while helping them develop their skills and grow? Then we need you! At Easterseals Hawaii, we are dedicated to serving people with disabilities and building communities of Aloha where everyone has the ability to live independent, fulfilling lives. Our Direct Support Workers promote the individual growth of program participants in a safe and positive learning environment (either in a program, community, or home-based setting) with a focus on increasing the participant's options, opportunities, and community integration with daily life in support of our mission to make a positive difference. Depending on the needs of the program and the candidate's availability, Direct Support Workers are assigned to a facility or in-home based clientele. Our skilled staff will provide you with the training you need to feel comfortable and confident in all aspects of the role.</p>
<b>Job Description</b>	<p><b>ESSENTIAL JOB FUNCTIONS</b></p> <ul style="list-style-type: none"> <li>• Support participants to achieve the highest level of independence possible in pursuit of their definition of a "good life."</li> <li>• Provide input on and implement the participant's Individual Plan.</li> <li>• Follow organizational guidelines to promote the participant's health and safety.</li> <li>• Monitor, respond to and report issues of concern to the Case Coordinator or other supervisor.</li> <li>• Provide personal care and assist with daily living activities (toileting, dressing, feeding, etc.) as needed, while respecting the participant's privacy and confidentiality.</li> <li>• Accurately complete all participant-related data and documentation by the assigned deadline via a web-based platform.</li> <li>• Accurately submit timesheets, leave requests, required credentialing documents, work related training and other required paperwork by the assigned deadline via the Family of Company's (FoC) web-based platforms.</li> </ul> <ul style="list-style-type: none"> <li>• Attend and participate in department meetings and trainings as required.</li> <li>• Other duties as assigned.</li> <li>• Assist in maintaining a clean, hygienic, and safe environment.</li> <li>• Respond appropriately and immediately to emergencies as defined in the Family of Companies (FoC) Operational procedures.</li> <li>• Report any safety concerns to the Program Manager or other supervisor</li> <li>• Handle multiple tasks, adhere to deadlines, and process urgent projects while paying attention to detail.</li> <li>• Other duties as assigned.</li> </ul> <p><b>QUALIFICATIONS</b></p> <p>Minimum Education, Experience &amp; Training Equivalent to:</p>

- Must be at least 18 years of age.
- High School diploma, General Equivalency Diploma (GED) or equivalent

Knowledge, Skills & Abilities:

- Exercise patience and understanding working with participants of many skill levels and individual needs.
- Be culturally respectful while working with an ethnically, linguistically, and economically diverse population.
- Communicate effectively (verbally and written), and read, using the primary language within the workplace.
- Exercise confidentiality and discretion pertaining to the work environment as required by HIPPA.
- Be committed to the values of the organization while demonstrating good judgment, flexibility, and discretion when dealing with confidential and sensitive matters.
- Operating knowledge of a computer, iPad or tablet, applications and software, standard office equipment and Microsoft (Outlook, Word, and Excel). Must be able to use an iPhone or work cell phone if applicable.
- Ability to work comfortably with individuals at all levels within the organization.

Physical Requirements:

- Frequent bending, reaching, squatting, kneeling, twisting when working with participants.
- Responsive to audio and visual cues from participants and their families, other staff members, and the environment
- Work calmly during behavioral and health-related incidents.
- Use logic and reasoning for anticipating future needs, goals, and events.
- Stand or sit for extended periods of time, stand for up to 6-8 hours a day.
- Occasional lifting, carrying, pushing, and loading of materials up to and including 50lbs.
- Provide assistance during transfers when applicable. Some participants may require the use of a Hoyer lift for transfers.
- Frequent driving (to and from office, the community, and participants' homes) when applicable.
- Work at participants' homes, community settings, and ESH facility, depending on assignment.

CONDITIONS OF EMPLOYMENT

- Ability to obtain and maintain criminal record clearance through the Department of Justice (DOJ). The People & Performance Department must analyze DOJ/FBI live scan reports in accordance with applicable Federal, State, and Local laws, as well as fitness for the position.
- Reliable transportation needed.
- (For locations where driving is required) Must have a valid Driver's License with Insurance, proof of current vehicle registration and safety check; maintain a clean driving record.
- Must pass health screenings, obtain vaccinations and clear TB testing based on company policies. Freedom from any communicable disease or medical conditions that would interfere with the physical requirements of this position.
- Obtain and maintain clearance through the Office of Inspector General.
- Obtain and maintain current First Aid and CPR certification.
- Must attend all required training.

**Additional Job Description**

**Job Title Default**  
**Restrict to Country**  
**Management Level** Individual Contributor  
**Job Family** Adult Programs  
**Job Category** Clinical Other Adult  
**Job Classifications** 9 - Service Workers (EEO-1 Job Categories-United States of America)  
BILL - (Clinical-United States of America)  
DRIVE - (Clinical-United States of America)  
DSW - (Clinical-United States of America)  
**Work Shift Required** No  
**Public Job** Yes  
**Referral Payment Plan**

**Job Profile Summary**

Are you a self-motivated and reliable person who can work with adults with disabilities while helping them develop their skills and grow? Then we need you! Our Easterseals Hawaii Home and Community Based Services program needs your talent to work in a caring and supportive environment to allow our clients to increase skills in various areas, meet their goals, and reach their full potential, both now and in the future.

In partnership with the HCBS Director, the Program Manager, Adult Services manages a team and works with adult learners with intellectual and developmental disabilities to ensure that they have access to the support, encouragement, tools, resources and knowledge to lead happy fulfilling lives. In alignment with CARF and the Medicaid Waiver Program, the Program Manager, Adult Services works with individuals and their families to develop individualized personal goals, and then establish and monitor action plans to help them reach these goals. This includes making programmatic, fiscal, and contractual, facility, personnel, and fundraising decisions to facilitate and promote the growth of the program in a safe and positive learning environment.

**Job Description**

**ESSENTIAL JOB FUNCTIONS**

With the support of the Program Director

- Oversee day-to-day program operations in an inclusive and innovative manner that ensures high-quality care and supports team members.
- Develop and successfully execute annual Workday goals, budget, and operating plans through direct action and collaboration with FoC shared services departments.
- Develop and lead a high-performing team and ensure program staffing supports budget targets and program needs.
- Advocate for equitable, inclusive, accessible, and justice-driven care.
- Ensure compliance, regulatory, and funder requirements are met and take action if they are not.
- Create and maintain the Easterseals programs business operating system.

**QUALIFICATIONS**

Minimum Education, Experience & Training Equivalent to:

- Bachelor's Degree required in one of the following disciplines: child development, nursing, special education, early childhood special education, pediatric therapy, social work or related field.
- Five or more years' experience providing staff direction and development in a supervisory role.
- Five years of related professional experience working with adults with developmental disabilities or delays in a multi-disciplinary team setting.

Knowledge, Skills & Abilities:

- Knowledgeable of evidence-based methodologies found to benefit adults with developmental delays.
- Understanding of key operations management principles and the ability to execute on them.
- Leadership, team building, and collaboration skills.
- Ability to develop and maintain effective working relationships with key Regional Centers or other funding source/grant staff.
- Willingness and ability to synthesize and collate data and use it to tell the story of operational performance.
- Commitment to building, developing, and supporting diverse teams.
- Enthusiasm for the values of the organization including disruption, resilience, and inclusion.
- Sensitivity to working with an ethnically, linguistically, culturally, and economically diverse population.
- Ability to communicate effectively verbally and in writing; American Sign Language or bilingual ability a plus.

- Proficient in Microsoft Office (Outlook, Word, Excel, etc.), and related computer software.
- Consistent good judgment and decision-making skills.
- Ability to appropriately interpret and implement policies, procedures, and regulations.
- Confidentiality and discretion pertaining to the work environment and ability to maintain all HIPAA requirements.
- Ability to develop effective working relationships with individuals at multiple levels of the organization.
- Ability to work independently and to be flexible in changing work priorities.

Physical Requirements:

- Frequent bending, reaching, squatting, kneeling, twisting to observe, assess, and interact with clients.
- Ability to stand or sit for extended periods of time, stand for up to 6-8 hours a day.
- Occasional lifting, carrying, and loading/unloading toys and materials up to and including 25 lbs. to 50 lbs.
- Visual and auditory ability to work with clients, staff and others in the workplace continuously.
- Frequent speaking and listening (50%) to clients, staff, and other professionals in meetings and on the phone.
- Frequent driving (to and from office and client homes).
- Ability to utilize computer, iPhone and iPad.
- Frequent proofreading and checking documents for accuracy.
- Frequent exposure to disability disorders in clients; occasional emergency situations; occasional exposure to trauma; constant client contact and decision making; constant concentration required when working with clients.
- Frequent work inside client homes; occasional work in outdoor settings.

CONDITIONS OF EMPLOYMENT

- Ability to obtain and maintain criminal record clearance through the Department of Justice (DOJ). The People & Performance Department must analyze DOJ/FBI live scan reports in accordance with applicable Federal, State, and Local laws, as well as fitness for the position.
- Ability to travel to multiple work sites and client homes; reliable transportation needed.
- Must have a valid California Driver's License with Insurance and maintain a clean driving record.
- Must pass health screenings, obtain vaccinations and clear TB testing based on company policies.
- Ability to obtain and maintain clearance through the Office of Inspector General.
- Ability to obtain and maintain CPR certification.
- Ability to obtain and maintain NPI number.
- Must attend any required training.

**Job Profile Summary** Are you a self-motivated and reliable person who can work with adults with disabilities while helping them develop their skills and grow? Then we need you! At Easterseals Hawaii, we are dedicated to serving people with disabilities and building communities of Aloha where everyone has the ability to live independent, fulfilling lives. Our Case Coordinators promote the individual growth of program participants in a safe and positive learning environment (either in a program, community, or home-based setting) with a focus on increasing the participant's options, opportunities, and community integration with daily life in support of our mission to make a positive difference.

**Job Description** ESSENTIAL JOB FUNCTIONS

With oversight by a qualified individual for first six months:

- Maintain a participant caseload and encourage participant's independence and self-determination.
- Attend Individualized Service Plans (ISP) and other relevant meetings as required.
- Assist Program Manager in conducting staff orientation, training, and performance evaluations.
- Assess participants' current level of independence to develop objectives and appropriate activities (based on the ISP) so mental, physical, social intellectual, and emotional development goals (based on Person Centered practices) and community integration can be achieved.
- Community integration and participation in chosen activities in the participant's interest.
- Communicate with outside agencies and facilities to ensure services are being offered and provided (Handi- van, case managers, and OPG)
- Supervise Direct Support Workers (DSW), and Activity Coordinators (ACs) to ensure Waiver and CARF compliance and best practices.
- Supervise DSWs and oversee the day-to-day participant activities to ensure program goals and objectives are being addressed according to the safety protocols laid out in the ISP.
- Train DSWs to work with participants to increase their level of independence by implementing the ISP, collecting data, document progress notes, report, and adverse events.
- Review and approve documentation of GERs, mileage, timecards, activity reimbursement/advancement, and other documentation.
- React appropriately and positively to participant behaviors, working to understand and teach appropriate intervention techniques with the behavior specialist, helping to support alternative methods.
- Conduct opening and closing duties of facility according to procedures established, as requested.
- Execute emergency procedures, emergency phone tree, and program evacuation plans.
- Appropriately interpret and implement policies, procedures, and regulations of ESH; training provided.
- Maintain QA of charts on a regular basis.
- Provide direct services as requested.

QUALIFICATIONS

Minimum Education, Experience & Training Equivalent to:

- Bachelor's degree from an accredited college or university program in social sciences or education; or in another field with 1+ years verifiable experience working directly with individuals with disabilities or the elderly; or Registered Nurse licensed in the State of Hawaii; OR
- High School diploma or equivalent (GED) and 2+ years experience working directly with individuals with intellectual and/or developmental disabilities.

- Employed by ESH for a minimum of six (6) months.
- Must be under the supervision/oversight of staff that meets the following criteria for six (6) months: Bachelor's degree in social sciences or education; or in another field with 1+ years verifiable experience working directly with individuals with disabilities or elderly; or Registered Nurse licensed in the State of Hawaii.
- Possess the following: people skills; advocacy skills; ability to build relationships; and verbal and written communication skills.

## Knowledge and Skills:

- Sensitivity to working with an ethnically, linguistically, culturally, and economically diverse population.
- A commitment to the values of the organization while demonstrating good judgment, flexibility, patience, and discretion when dealing with confidential and sensitive matters including HIPAA requirements.
- Communicate effectively verbally and in writing.
- Proficient in Microsoft Office (Outlook, Word, Excel, etc.), especially Excel and related computer software.
- Work in an exciting, fast paced high energy environment while effectively multitasking.
- Personable; able to work comfortably with individuals at all levels within the organization.
- Commitment to ongoing training and development as it relates to clinical skills.
  
- Skilled in calmly handling and intervening behavioral and health related incidents when necessary
- Experience observing, recognizing, and responding to audio and visual cues from participants, other staff members, and the environment.
- Skilled in prioritizing multiple tasks, projects, and schedules with varied deadlines (both extended and compressed/rushed, completing all tasks in a timely manner.
- Clear and effective oral and written communication with a variety of individuals, including families, participants, guardians, co-workers, volunteers, supervisors/managers, etc.
- Skilled in applying and combining pieces of information and general rules to specific problems to produce answers that are straightforward or to form conclusions (includes finding a relationship among seemingly unrelated events).
- Must be able to respond immediately and appropriately to emergencies as defined by ESH Emergency Procedure Guide/Safety Manual.

## Physical Requirements:

- Frequent bending, reaching, squatting, kneeling, twisting in order to observe, assess, and interact with clients.
- Stand or sit for extended periods of time, stand for up to 6-8 hours a day.
- Occasional lifting, carrying, and loading/unloading toys and materials up to and including 25 lbs. to 50 lbs. used in home visits.
- Visual and auditory ability to work with clients, staff and others in the workplace continuously.
- Frequent speaking and listening (50%) to clients, staff, and other professionals in meetings and on the phone.
- Frequent driving (to and from office and client homes).
- Utilize computer and cell phone for effective communication.
- Ability to utilize virtual meetings software (Zoom, Teams, etc.).
- Frequent proofreading and checking documents for accuracy.
- Frequent exposure to disability disorders in clients; occasional emergency situation; occasional exposure to trauma; constant client contact and decision making; constant

- concentration required when working with clients.
- Frequent work inside client homes; occasional work in outdoor settings.

#### CONDITIONS OF EMPLOYMENT

- Ability to successfully clear and maintain background check clearances through ESH's partnering vendors:
  - FBI Criminal reports
  - Department of Justice, Hawaii Criminal Justice, Office of Inspector General, National Sex Offender reports in accordance with Federal, State, and Local laws
  - Drug Test
  - Motor Vehicle Reports
  - Reference
  - Education
- Ability to travel to multiple work sites, client homes and transport participants:
  - Valid driver's license
  - Current auto insurance for vehicle used as means of reliable transportation.
  - Valid vehicle registration and safety check
- Must clear 2-Step TB clearance during pre-employment process and then annual TB testing based on company policies.
- Valid First Aid and CPR certificate or card

## Job Profile Summary - Registered Behavioral Technician (RBT)

If you're passionate about helping children reach their goals and thrive, Easterseals Hawaii (ESH) offers an opportunity to make a meaningful impact as a Registered Behavioral Technician (RBT) Program Support Specialist. In this role, you will utilize your skills in both clinical and operational settings, working under the supervision of the Program Manager to implement community-based interventions for children diagnosed with Autism Spectrum Disorder (ASD) and other developmental disabilities, either in person or via teletherapy. You'll play a key role in ensuring smooth operations by coordinating schedules, managing client program queues, and facilitating the onboarding of new clients, while serving as a crucial point of contact for families, clinicians, and RBTs.

As an RBT Program Support Specialist, you will ensure timely implementation of services, provide efficient coverage, and maintain effective client care across all settings. You'll also stay current with industry trends and ABA best practices, all while contributing to a culture of equity, belonging, and empowerment for individuals of all abilities.

Join Easterseals Hawaii, where your skills and dedication will have a direct impact on both clients and your fellow team members. If this sounds like you, please apply below!

- Job Description

### Job Description

#### **Core Responsibilities & Essential Job Functions**

- Under supervision of the Program Manager, implements in-home/community-based intervention for children diagnosed on the autism spectrum in person and/or via teletherapy.
- Travels to home and other community settings, as required, to deliver services.
- Responsible for meeting established minimum productivity requirements, while providing efficient and effective service in all areas of performance.
- Completes necessary documentation within required timeframe, including behavioral data collection and graphing, treatment notes, and other company-related documents and current ABA treatment plans for each client.
- Coordinates scheduling of sessions for assigned clients, ensuring proper coverage and efficient use of resources.
- Manages the client program queue, ensuring timely implementation and updates to authorizations/client care as directed by supervising clinicians/managers.
- Contacts and follows up with referrals, assisting with onboarding new clients and ensuring smooth transitions into services.
- Remains current regarding new research, current trends and developments in ABA and related fields.
- Attends staff meetings, trainings, and other meetings as requested.

- Responsible to complete additional job duties as assigned by Supervisors/Management.

## **Qualifications**

### Minimum Education, Experience & Training Equivalent to:

- High School diploma or equivalent required
- Recent experience working with children with Autism Spectrum Disorders (ASD) and/or related developmental disabilities in a direct care capacity preferred.
- **RBT Certification for at least 2 years**

### **Knowledge & Skills:**

- Knowledge of evidence-based methodologies found to benefit children with ASD preferred, including Applied Behavioral Analysis (ABA), Early Start Denver Model (ESDM), Treatment and Education of Autistic and related Communication-Handicapped Children (TEACCH), Picture Exchange Communication System (PECS), and Pivotal Response Training (PRT)
- Previous experience providing education, coaching and support to families with children with Autism Spectrum Disorders (ASD) and/or related developmental disabilities a plus.
- American Sign Language or bi-lingual ability.
- Sensitivity to working with an ethnically, linguistically, culturally, and economically diverse population.
- Maintain confidentiality and exercise discretion pertaining to the work environment.
- Appropriately interpret and implement policies, procedures, and regulations of ESH; training provided.
- Consistently demonstrate good judgment and decision-making skills.
- Knowledgeable and skilled in computer/word processing software and excel.
- Travel to multiple work sites; reliable transportation needed

### ***Physical Requirements:***

- Must be able to communicate effectively within the work environment, read and write using the primary language within the workplace.
- Frequent bending, reaching, squatting, kneeling, twisting in order to observe, assess, and interact with clients.
- Ability to stand or sit for extended periods of time, stand for up to 6-8 hours a day.

- Occasional lifting, carrying, and loading/unloading toys and materials up to and including 25 lbs. to 50 lbs. used in home visits.
- Visual and auditory ability to work with clients, staff and others in the workplace continuously.
- Frequent speaking and listening (50%) to clients, staff, and other professionals in meetings and on the phone.
- Frequent driving (to and from office and client homes).
- Utilize computer and cell phone for effective communication.
- Frequent exposure to disability disorders in clients; occasional emergency situation; occasional exposure to trauma; constant client contact and decision making; constant concentration required when working with clients.
- Aptness to physically implement behavior management strategies including responding to physically aggressive behavior.

#### ***CONDITIONS OF EMPLOYMENT***

- Ability to obtain and maintain criminal record clearance through the Department of Justice (DOJ). The People & Performance Department must analyze DOJ/FBI live scan reports in accordance with applicable Federal, State, and Local laws, as well as fitness for the position.
- Able to travel to multiple work sites and client homes. Reliable transportation needed.
- Must have valid Hawaii Driver's License/insurance and maintain a clean driving record.
- Must pass health screenings, obtain vaccinations and clear TB testing based on company policies.
- Ability to obtain and maintain clearance through the Office of Inspector General.
- Ability to obtain and maintain CPR certification.
- Ability to obtain RBT Certification within 90 days of hire and maintain active certification status.
- Ability to obtain and maintain NPI number.
- Must attend any required training.

## **Clinical Manager BCBA**

Looking for a role that can make all the difference for a family with a new autism diagnosis for their child? Look no further, as here at the Easterseals Hawaii, the Clinical Manager BCBA is truly there as a trusted source for support and oversight of the treatment team to bring calm to the future of care.

The Clinical Manager BCBA ensures children and young adults diagnosed with autism spectrum disorder (ASD) receive the specialized behavioral intervention services they need to gain the skills necessary for active participation in their communities. This role is responsible for creating and implementing individualized programs for each client and establishing and maintaining effective and empowered care teams.

The ideal candidate is a Board Certified Behavior Analyst BCBA® with experience working with children with autism and managing teams. This role involves working with Case Managers and all clinical leaders at Easterseals Hawaii and partnering with Catalight Care Services for client support and scheduling, so working comfortably with individuals at all levels within an organization is a must. Joining Easterseals also means that you want to be part of a culture and community focused on equality and belonging so all people of all abilities can live their best lives and thrive.

### ***ESSENTIAL JOB FUNCTIONS***

- Create, implement, and supervise individualized, high-quality, clinically appropriate ABA programs for children diagnosed with ASD,
- Provide clinical supervision and work direction to treatment teams that include skills enhancement, clinical consultation, and professional development.
- Carry out clinical responsibilities and adjust staffing of treatment teams as necessary to effectively provide interventions to meet the full extent of services authorized and support families.
- Support the development of the annual Autism Services Program V2MOM (Vision, Values, Methods, Obstacles, Measures).
- Meet or exceed Autism Services Program operating targets as an individual and for supervised team.
- Adhere to the FoC network structure organizational protocols.
- Ensure clinical quality, compliance, regulatory, and funder requirements are met, and take action if they are not.
- Partner with colleagues and managers to ensure a positive customer experience for all clients through coordinated service delivery.
- Maintain necessary continuing education requirements.

### ***QUALIFICATIONS***

#### ***Minimum Education, Experience & Training Equivalent to:***

- Master's degree, PsyD, or PhD from an accredited college or university in one of the following disciplines is required: Applied behavior analysis, early childhood education/development, early childhood special education, special education, pediatric therapy, psychology or related field.

- Board Certified Behavior Analyst (BCBA®) with current certification in good standing with regulatory board and strong background in ABA.
- Three years of experience implementing ABA services, preferably with people with ASD
- Two or more years' experience providing staff direction and development in a supervisory role.

***Knowledge, Skills & Abilities:***

- Knowledgeable of evidence-based methodologies found to benefit children diagnosed with ASD, including ABA, Early Start Denver Model (ESDM), Treatment and Education of Autistic and related Communication-Handicapped Children (TEACCH), Picture Exchange Communication System (PECS), and Pivotal Response Training (PRT).
- Commitment to building, developing, and supporting diverse teams.
- Enthusiasm for the values of the organization, including disruption and resilience.
- Proficiency working with individuals with disabilities and other special needs.
- Excellent verbal and written communication skills; American Sign Language or bilingual ability preferred.
- Confidentiality and discretion pertaining to the work environment and maintenance of all HIPAA requirements.
- Ability to interpret and implement policies, procedures and regulations.
- Proficient in Microsoft Office (Outlook, Word, Excel, PowerPoint, etc.) and related computer software.
- Consistent good judgment and decision-making skills.
- Ability to develop effective working relationships with individuals at all levels of the organization.
- Sensitive to working with an ethnically, linguistically, culturally and economically diverse population.
- Commitment to ongoing training and development as it relates to clinical skills.

***Physical Requirements:***

- Frequent bending, reaching, squatting, kneeling, twisting in order to observe, assess and interact with clients.
- Stand or sit for extended periods of time, stand for up to 6-8 hours a day.
- Occasional lifting, carrying, and loading/unloading toys and materials up to and including 50lbs.
- Visual and auditory ability to work with clients, staff and others in the workplace continuously.
- Frequent speaking and listening (50%) to clients, staff and other professionals in meetings and on the phone.
- Occasional driving (to and from office and client homes).

- Utilize computer, cell phone (iPhone) and/or tablet.
- Frequent proofreading and checking documents for accuracy.
- Frequent exposure to disability disorders in clients; occasional emergency situation; occasional exposure to trauma; constant client contact and decision-making; constant concentration required when working with clients.
- Occasional sitting and maintaining close visual attention to write reports and work at the computer.
- Implement behavior management strategies including responding to physically challenging behavior.

#### ***CONDITIONS OF EMPLOYMENT***

- Ability to obtain and maintain criminal record clearance through the Department of Justice. The People & Performance department must analyze DOJ/FBI live scan reports in accordance with applicable federal, State and local laws as well as fitness for position.
- Must have valid Driver's License and maintain a clean driving record.
- Proof of current vehicle registration and safety check.
- Must pass health screenings, obtain vaccinations and clear TB testing based on company policies.
- Ability to obtain and maintain CPR certificate.
- Ability to obtain and maintain clearance through the Office of Inspector General.
- Ability to obtain and maintain a National Provider Identifier (NPI).
- Must attend any required training.

## **Section VII. Other**

## **Litigation**

Easter Seals Hawaii does not have any pending litigation to which it is a party.

## **Licensure or Accreditation**

Our Home and Community-Based Services (HCBS), Early Intervention services, and ABA services are accredited by CARF International (Commission on Accreditation of Rehabilitation Facilities). This three-year accreditation is the highest level CARF awards.

## **Private Educational Institutions**

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

## **Future Sustainability Plan. The applicant shall provide a plan for sustaining after fiscal year 2027 the activity funded by the grant if the grant of this application is:**

### **Received by the applicant for fiscal year 2027, but**

The \$250,000 in GIA operating funds for fiscal year 2027 will allow ESH to equip our programs with the staff and tools needed to support the individual goals of our participants and the well-being of their families. By investing in our Hilo-based DSPs and providers in AS, we solidify the "human infrastructure" required for high-quality care. The purchase of adaptive tools and the facilitation of travel during this period will enhance the program immediately and increase engagement in our program activities.

This investment ensures that our programs in Hilo and across the islands remain fully resourced sanctuaries for community-based care throughout the fiscal year.

### **Not received by the applicant thereafter.**

If GIA funding is not received after fiscal year 2027, HCBS will remain self-sufficient and operational through the following strategies:

- ESH's daily operations are sustained by reimbursements from the Hawaii Department of Health, Developmental Disabilities Division (DOH-DDD), through Medicaid reimbursements, and Autism Services are primarily sustained through private insurance and TRICARE reimbursements. These funds follow the participant and ensure that service delivery for our adults and kupuna remains continuous and high-quality.
- The stabilization of our workforce and the purchase of adaptive equipment funded by this GIA create long-term fiscal benefits. By reducing the high DSP turnover costs identified in our pilot program, ESH reallocates administrative savings back into the program to maintain competitive wages and service continuity.
- ESH will continue to utilize its development team to secure local and national foundation support, maintaining our existing partnerships with the Safeway, Matson, and Atherton Foundations.