

Application Submittal Checklist

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

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

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE



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: IMUA ONIPAA

Issue Date: 05/28/2025

Status: **Compliant**

Hawaii Tax#:

New Hawaii Tax#:

FEIN/SSN#:



UI#: No record

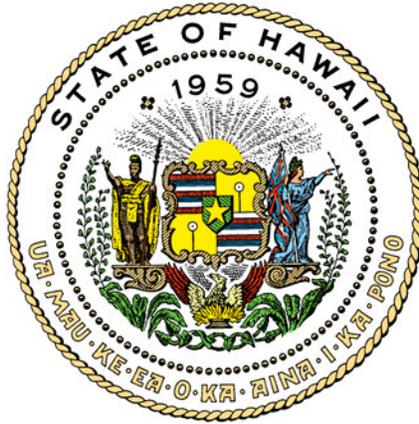
DCCA FILE#: 333750

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	Exempt
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



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

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

IMUA ONIPAA

was incorporated under the laws of Hawaii on 04/24/2024 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



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

Dated: January 19, 2026

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAI'I REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, 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.

Imua Onipa'a

(Typed Name of Individual or Organization)



January 13, 2026

(Signature)

(Date)

Nicholas Winfrey
(Typed Name)

Executive Director
(Title)



PUBLIC PURPOSE STATEMENT OF APPLICANTS FOR GRANTS PURSUANT TO CHAPTER 42F-102, HAWAII REVISED STATUTES

The undersigned authorized representative of the applicant certifies that the requested grant shall be used for public purpose pursuant to Section 42F-102, Hawaii Revised Statutes, and within this grant request, the State shall find:

- 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 budget

Signature:

Date: 1.13.2026

Nicholas Winfrey, Executive Director
Imua Onipa'a

Application for Grants

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Certification – Please attach immediately after cover page

1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2025.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;

Imua Onipa'a is a Hawai'i-based nonprofit workforce development organization that provides culturally grounded career training, mentorship, and job-placement support. Originally established on Maui in response to community needs following the 2023 Lahaina wildfires, the organization has expanded to deliver statewide programming focused on digital literacy, clean energy pathways, emerging technology careers, and workforce resilience. Imua Onipa'a partners with educational institutions, employers, community organizations, and government agencies to support residents seeking sustainable, living-wage employment.

2. The goals and objectives related to the request;

The primary goal of this request is to expand Imua Onipa'a's award-winning workforce development model statewide, ensuring residents across all islands have access to career coaching, short-term certification programs, mentorship, and job-placement services. Objectives

include

- Increasing statewide participant enrollment and completion rates
- Developing island-specific employer partnerships in growing sectors
- Providing consistent curriculum and coaching infrastructure across counties
- Improving statewide job-placement outcomes and long-term workforce readiness

3. The public purpose and need to be served;

Hawai'i continues to face labor shortages in key industries, high cost-of-living pressures, and uneven access to career training—especially for residents in rural and underserved communities. This request supports the public purpose of increasing economic mobility, expanding access to high-demand career pathways, and strengthening local workforce pipelines. State investment will help ensure that residents statewide can obtain skills, credentials, and placement support needed for stable employment and economic resilience.

4. Describe the target population to be served; and

The program serves adults across Hawai'i—including displaced workers, unemployed and underemployed residents, Native Hawaiian and rural communities, fire-impacted families, recent graduates, career changers, veterans and exiting military, and individuals seeking short-term training to access higher-wage industries. The approach prioritizes equitable access and culturally aligned program delivery.

5. Describe the geographic coverage.

This request supports programming across all major Hawaiian islands including Maui, O'ahu, Hawai'i Island, Kaua'i, Moloka'i, and Lāna'i. Services will be delivered through a combination of in-person training hubs, community partnerships, and virtual delivery to ensure statewide accessibility.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;

Imua Onipa'a will deliver a statewide workforce development program consisting of

- **Career Coaching and Navigation:** One-on-one assessments, resume support, transition planning, and coaching

- **Short-Term Training Programs:** Sector-based certificates in digital technology, clean energy, logistics, healthcare support, and sustainable agriculture
- **Mentorship and Cohort Support:** Recruitment, onboarding, mentor matching, and peer-to-peer learning
- **Employer Partnerships and Job Placement:** Statewide employer outreach, hiring pipelines, job fairs, and work-based learning placements
- **Community Outreach and Access:** Engagement of underserved communities, Native Hawaiian populations, and rural residents through partner networks
- **Program Management:** Data tracking, case management, curriculum coordination, and reporting to the State

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

- **Quarter 1:** Recruitment, cohort onboarding, employer engagement, development of statewide training schedule
- **Quarter 2:** Full implementation of training programs, mentorship matching, evaluation of participant progress
- **Quarter 3:** Job-placement activities, employer hiring events, cross-island partnership expansion
- **Quarter 4:** Program evaluation, performance reporting, refinement of curriculum, planning for next-year cohorts

Training, coaching, and job-placement support occur continuously throughout the year.

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

Imua Onipa'a uses a structured evaluation model that includes

- Tracking participant progress through a centralized data system
- Monthly review of coaching outcomes, attendance, and skill development
- Employer feedback loops on workforce readiness
- Post-program follow-up at 3-, 6-, and 12-month intervals to assess employment retention
- Continuous improvement sessions with instructors, mentors, and partners
- Quarterly internal audits to ensure compliance with GIA reporting

Findings are used to refine curriculum, adjust recruitment strategies, and strengthen employer pipelines.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of

appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

The following measures will be reported to the expending agency

- Number of participants enrolled statewide
- Number and percentage completing training programs
- Number of credentials or certificates earned
- Number of mentorship matches and completion rates
- Number of employer partnerships established
- Number and percentage of participants placed into employment
- Employment retention at 6 and 12 months
- Participant satisfaction and employer satisfaction scores

These measurable indicators provide an objective assessment of statewide workforce readiness impact and allow the State to evaluate outcomes relative to investment.

IV. Financial

Budget

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds ([Link](#))
 - b. Personnel salaries and wages ([Link](#))
 - c. Equipment and motor vehicles ([Link](#))
 - d. Capital project details ([Link](#))
 - e. Government contracts, grants, and grants in aid ([Link](#))

2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2027.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
150,000	75,000	75,000	60,000	360,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2027.

County of Maui - \$320,00
 Hawaii Pacific Foundation - \$300,000
 Na Oiwi Kane Foundation - \$170,000
 Rotary International Foundation - \$30,000

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

No tax credits applied for or received

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2027 for program funding.

No county, state, or federal contracts, grants or grants in aid have been granted to Imua Onipa'a in the previous three years.

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2025.

Current unrestricted funds for Imua Onipa'a are \$58,325.19

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

Organizational Skills & Expertise

Imua Onipa'a possesses the skills, abilities, and knowledge necessary to successfully implement statewide workforce development programming. The organization's leadership and staff have deep experience in

- adult education and workforce development,
- digital literacy and digital economy training,
- career coaching and case management,
- culturally grounded community engagement,
- partnership development with employers and educational institutions,
- multi-island program coordination,
- grant compliance, reporting, and evaluation.

The organization was founded in response to urgent community workforce needs following the Lahaina wildfires and has since expanded its model to serve residents statewide. Imua

Onipa'a's approach blends Hawaiian cultural values with modern workforce readiness tools and short-term credential pathways, ensuring broad accessibility and strong outcomes.

Relevance to Proposed Services

Imua Onipa'a's existing programs directly align with the services funded by this request. The organization already provides

- career coaching and navigation,
- mentorship programs,
- short-term vocational training,
- employer pipelines and job placement,
- digital upskilling and technology training,
- community partnership coordination across Maui, O'ahu, Hawai'i Island, Kaua'i, Moloka'i, and Lāna'i.

This experience demonstrates the organization's readiness and capacity to expand and sustain statewide workforce services.

Relevant Experience – Past Three Years

The following verifiable programs and contracts illustrate Imua Onipa'a's capability to deliver the services proposed:

1. **Digital Economy Workforce Training Program (2024–2025)**
Developed and implemented a digital literacy and career readiness program recognized as an emerging best practice for post-disaster workforce recovery. Includes partnerships with YMCA, employers, and UH Maui College.
2. **Career Coaching and Job Placement Support for Maui Residents (2023–2025)**
Provided individualized career navigation, upskilling pathways, and employment placement for fire-impacted and underemployed residents, resulting in measurable increases in job readiness and hiring outcomes.
3. **Mentorship and Community Engagement Program (2023–2025)**
Recruited and trained mentors statewide to support participants through culturally aligned guidance and peer-supported learning structures.
4. **Employer Partnerships & Workforce Pipeline Development (2023–2025)**
Established hiring relationships with a growing network of employers in technology, nonprofit, clean energy, logistics, and tourism-adjacent fields. Facilitated job fairs, job shadowing, and employer-led workshops.
5. **Strategic Workforce Planning Initiatives with State and Community Partners (2024–2025)**
Actively collaborated with broadband leaders, digital equity coalitions, community nonprofits, and Native Hawaiian organizations to strengthen statewide workforce access.

This experience demonstrates Imua Onipa'a's ability to achieve the objectives outlined in this application and to manage grant-funded programs with integrity, cultural grounding, and measurable outcomes.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

Imua Onipa'a operates through a flexible, multi-island model designed to maximize accessibility and reduce costs. The organization uses a combination of community-based facilities and virtual learning platforms to deliver services statewide.

Existing Facilities and Resources:

- **Maui Base of Operations:** Administrative and coordination activities are managed from Maui, where the organization was founded.
- **Partner Facilities:** Through collaborations with YMCA branches, UH campus sites, libraries, community centers, and employer partners, Imua Onipa'a has access to classrooms, meeting rooms, and training spaces across multiple islands.
- **Virtual Training Infrastructure:** The organization uses secure digital platforms for remote instruction, coaching, and mentorship, enabling equitable participation for residents on all islands, including rural communities.

Adequacy of Facilities

These facilities are fully adequate to support the scale and scope of the requested statewide program. Existing partnerships ensure ongoing access to training rooms, computer labs, meeting spaces, and employer engagement venues. Virtual systems supplement in-person learning and reduce geographic barriers.

Plans for Facility Expansion, if Needed

As programming grows, Imua Onipa'a will continue to secure additional community-based training spaces through partnerships with

- educational institutions,
- libraries and broadband hubs,
- Native Hawaiian organizations,
- local nonprofits,
- employer training sites.

This flexible, partnership-driven facility model ensures efficient statewide coverage while minimizing overhead expenses.

Imua Onipa'a is committed to sustaining statewide programming beyond the period of this Grant in Aid. The organization uses a diversified funding approach that includes

1. Philanthropic Grants

Applications to local foundations, Native Hawaiian Organizations (including Hawai'i Pacific Foundation), community trusts, and statewide philanthropic partners.

2. Public Sector Funding

Pursuit of county, state, and federal workforce development grants, economic resilience funds, and digital equity sources.

3. Earned Revenue Opportunities

Development of new "service lines," including

- workforce-based consulting projects,
- employer-sponsored training contracts,
- Salesforce implementation and technical assistance services for government agencies and nonprofits.

These revenue streams help offset operational costs while creating job placement pathways for participants.

4. Corporate Partnerships

Support from employers through sponsorships, work-based learning placements, technology donations, and in-kind contributions.

5. Individual Donor Contributions

Annual campaigns and community giving to sustain mentorship programs, cohort events, and participant assistance funds.

Together, these strategies position Imua Onipa'a for long-term financial stability while strengthening workforce pathways statewide.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

Staffing Pattern and Service Capacity

Imua Onipa'a uses a lean, highly coordinated staffing model designed to efficiently deliver statewide workforce development services. The proposed staffing pattern includes

- **Program Director (0.50 FTE)**

- **Career Coaches / Case Managers (1.0 FTE combined across islands)**
- **Training & Curriculum Coordinator (0.50 FTE)**
- **Administrative & Data Support (0.50 FTE)**
- **Contracted Instructors and Guest Trainers (as needed per training cycle)**

This structure allows Imua Onipa'a to serve participants on Maui, O'ahu, Hawai'i Island, Kaua'i, Moloka'i, and Lāna'i using in-person, hybrid, and virtual modalities.

Staff Qualifications and Experience

– **Program Director, Gary Albitz:** The Program Director brings over 30 years of experience in advanced technology, program management, and workforce development, including leadership roles at global companies such as Oracle, Intel/McAfee, EY, TIBCO, and NextLabs. He has managed multimillion-dollar technical projects, delivered professional training programs, and taught innovation, cybersecurity, project management, and technology courses at the University of Hawai'i. His statewide experience includes serving as Program Manager at Maui Economic Development Board, overseeing a 1 million dollar SBA program with 12 partners and extensive business development support. At Imua Onipa'a, he established Maui's Center of Innovation for High Technology Careers and leads curriculum, training, and multi-island workforce initiatives. With an MBA, MS in Computer Science, dual bachelor's degrees, and certifications in Agile, Six Sigma, and ITIL, he provides exceptional technical, instructional, and management expertise to oversee statewide workforce training and employer-aligned pathways.

– **Career Coaches / Case Managers:** Professional experience in coaching, case management, adult education, job readiness training, and participant support. Coaches are trained in trauma-informed approaches and culturally appropriate communication.

– **Training & Curriculum Coordinator:** Skilled in instructional design, technology training, curriculum development, and workforce-aligned credential programs. Experience coordinating education partners and contracted instructors.

– **Administrative & Data Support:** Experienced in nonprofit operations, participant data tracking, reporting, scheduling, and compliance documentation.

– **Contracted Instructors:** Selected based on industry expertise, certification requirements, and teaching experience in fields such as digital literacy, clean energy, logistics, healthcare, and agriculture technology.

Supervision and Administrative Direction

The Program Director provides oversight, sets program priorities, ensures alignment with State workforce goals, and supervises coaching, training, and administrative staff.

The Executive Director, Nicholas Winfrey (organizational lead) provides high-level supervision, ensures compliance with all grant conditions, and maintains board-level accountability. Nicholas

has over 15 years of nonprofit executive leadership across Hawai'i, the mainland US, and Australia, with deep experience in workforce development, digital equity, economic resilience, and community-led recovery. He has led organizations through crisis response, designed large-scale career pathway and digital literacy programs, and secured funding from federal, state, county, philanthropic, and corporate partners. His prior roles include President & Chief Professional Officer of Maui United Way, where he expanded revenue, strengthened governance, and led post-wildfire workforce initiatives, as well as founder of a consulting firm specializing in nonprofit capacity building and workforce program design. He has extensive experience managing grants, public-private partnerships, evaluation systems, and culturally grounded service models. With a degree in Human Communication, leadership certificates from Harvard Business School, and a history of service on statewide nonprofit and community boards, he is well qualified to guide Imua Onipa'a's statewide workforce development efforts.

Staff Training

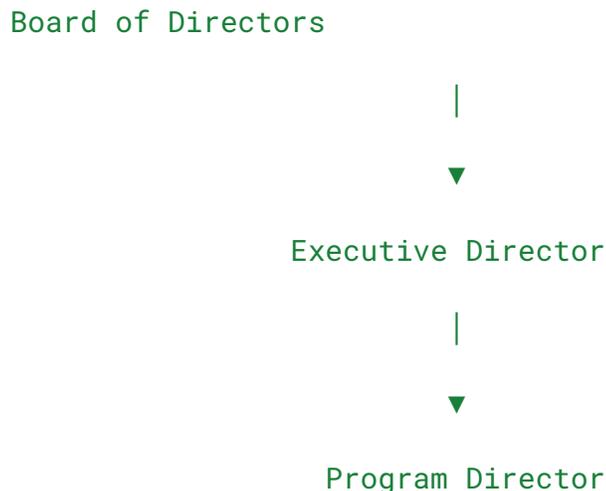
All staff receive training in:

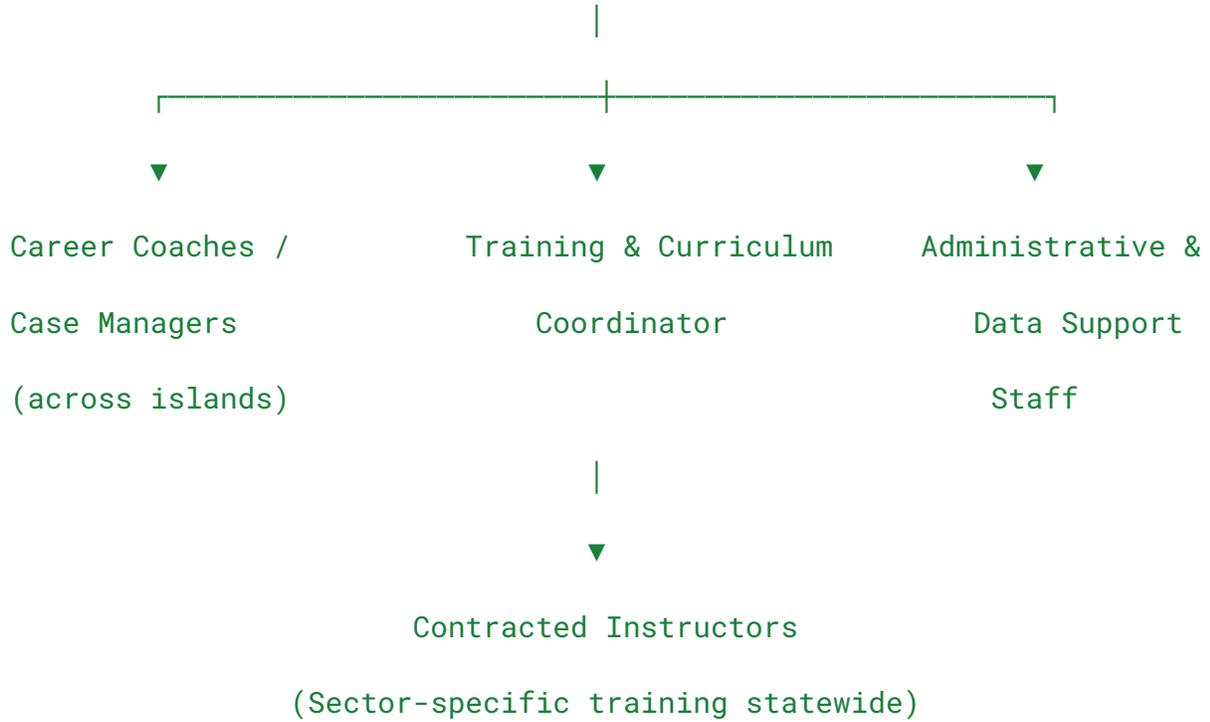
- Culturally responsive workforce practices
- Trauma-informed support strategies
- Digital equity and digital literacy instruction
- Program evaluation and data tracking tools
- Compliance, reporting, and confidentiality requirements
- Career navigation and coaching frameworks

This training ensures consistent, high-quality delivery across all islands.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.





3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

Executive Director	100,000 – 125,000
Program Director	110,000 – 130,000
Senior Program Manager / Senior Coach	80,000 – 100,000

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

Imua Onipa'a affirms that it is not currently a party to any pending litigation, nor does it have any outstanding judgments against the organization.

If any litigation arises during the grant period, Imua Onipa'a will immediately notify the Legislature and the expending agency in accordance with GIA requirements.

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

Imua Onipa'a is a registered nonprofit organization in the State of Hawai'i and is in good standing. While no specialized licensure is required for the workforce development services proposed in this application, the organization and its staff maintain relevant qualifications, including

- professional experience in adult education and workforce development,
- instructional design and curriculum development credentials,
- trauma-informed care training,
- digital literacy and technology education certifications (held by contracted instructors),
- compliance with federal and state workforce development standards where applicable.

If specific licensure becomes necessary for new training modules, Imua Onipa'a will secure qualified instructors or obtain required certifications prior to program delivery.

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

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

All funds will be used exclusively to support community-based workforce development services for adults across the State of Hawai'i. No portion of the grant will be used for religious

instruction, worship, or activities prohibited under Article X, Section 1 of the Hawai'i State Constitution.

4. Future Sustainability Plan

If Imua Onipa'a receives GIA funding in FY 2027 but does not receive similar funding thereafter, the organization will continue to sustain and expand its statewide workforce development program through a diversified, multi-source funding strategy.

a. Public Funding Sources

- Pursuit of county, state, and federal workforce development grants
- Digital equity funding streams
- Economic resilience and community recovery programs

These sources align directly with the organization's mission and target audiences.

b. Philanthropic Grants

Imua Onipa'a will continue seeking funding from local and national philanthropic partners, including

- Hawai'i-based foundations,
- Native Hawaiian Organization (NHO) funders (e.g., Hawai'i Pacific Foundation),
- technology and workforce innovation funders,
- community trusts and corporate giving programs.

c. Earned Revenue Streams

The organization is developing sustainable service lines that generate earned revenue while supporting workforce pathways, including

- employer-sponsored training services,
- consulting projects,
- Salesforce implementation and technical assistance for agencies and nonprofits,
- contract-based digital literacy or technology training partnerships.

These activities provide new income streams that reduce dependency on state appropriations.

d. Corporate & Employer Partnerships

Employers will continue supporting the program through

- sponsorships,
- work-based learning contributions,
- in-kind support,
- hiring commitments that strengthen workforce pipelines.

e. Individual Donor Campaigns

Annual giving and community fundraising will support mentoring programs, participant support funds, and operational needs.

Sustainability Commitment

Imua Onipa'a has built its programming on scalable staffing, community-based facilities, and cost-efficient training partnerships. This model ensures the organization can maintain core services even without future GIA funding, while continuing to expand through diversified statewide support.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2026 to June 30, 2027

App

Imua Onipa'a

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	210,000	165,000		45,000
2. Payroll Taxes & Assessments				42,840
3. Fringe Benefits				36,120
TOTAL PERSONNEL COST	210,000	165,000		123,960
B. OTHER CURRENT EXPENSES				
1. Contracted Instructors	30,000	40,000		
2. Curriculum Licensing & Training Materials	10,000	15,000		
3. Digital Literacy/Safety Coursework Cost	8,000			
4. Secort Based Credential Fees	7,000			
5. Guest Facilitators/Industry Speakers	5,000			
6. Participant Support & Access (Stipends)	35,000	35,000		35,000
7. Outreach & Employer Engagement	15,000	20,000		
8. Rent/Utilities				43,200
9. Learning Managment System & Digital Plat	10,000			
10. Virutal Classroom Tools	4,000			
11. Data Reporting and CRM Software	6,000	20,000		
12. Insurance	5,000			
13. Program Materials and Supplies	5,000			
14. Printing and Reproduction Costs	3,000			
15. Communications and Technology	3,000			
16. Multi Island Coordination/Travel	4,000	15,000		
17. Administration and indirect costs		10,000		
18.				
19.				
20.				
TOTAL OTHER CURRENT EXPENSES	150,000	155,000		78,200
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				

E. CAPITAL				
TOTAL (A+B+C+D+E)	360,000	320,000		202,160
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	360,000	Name (Please type or print) Phone		
(b) Total Federal Funds Requested	320,000			
(c) Total County Funds Requested		Signature of Authorized Official Date		
(d) Total Private/Other Funds Requested	202,160			
TOTAL BUDGET	882,160	Name and Title (Please type or print)		

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2026 to June 30, 2027

Applicant: Imua Onipa'a

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B
Managing/Program Director	1	\$120,000.00	50.00%
Career Coach	1	\$60,000.00	50.00%
Case Manager	1	\$60,000.00	50.00%
Case Manager	1	\$60,000.00	50.00%
Training & Curriculum Coordinator	1	\$70,000.00	50.00%
Administrative & Data Support	1	\$50,000.00	50.00%

TOTAL:				

JUSTIFICATION/COMMENTS: Funding supports 0.50 FTE of statewide program oversight, including curriculum development, partner coordination, reporting. The Director ensures consistency across islands, manages program quality, and maintains alignment with state workforce goals. Career individualized coaching, skill assessments, resume and job readiness support, case management, participant monitoring, and job-placement coordination essential for sustaining high-quality participant outcomes and retention. Supports a 0.50 FTE responsible for training schedules, instructor contract curriculum updates, statewide training logistics, and quality assurance. This position ensures consistency and alignment of training modules with ~~Supports essential administrative functions including scheduling, documentation, CIA reporting, data entry, participant tracking, compliance, and~~

TOTAL STATE FUNDS REQUESTED (A x B)	
\$	60,000.00
\$	30,000.00
\$	30,000.00
\$	30,000.00
\$	35,000.00
\$	25,000.00
\$	-
\$	-
\$	-
\$	-
\$	-
\$	-

\$	-
\$	-
	210,000.00
, compliance, and - coaches deliver dination. Coaches are ct management, employer needs. communications and	

Applicant: _____ Imua Onipa'a _____

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST
NA			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
TOTAL:			

JUSTIFICATION/COMMENTS:

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST
NA			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
TOTAL:			

JUSTIFICATION/COMMENTS:

TOTAL BUDGETED

TOTAL BUDGETED

Applicant: Imua Onipa'a

FUNDING AMOUNT REQUESTED						
NA TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2024-2025	FY:2025-2026	FY:2026-2027	FY:2026-2027	FY:2027-2028	FY:2028-2029
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS:						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

App

Imua Onipa'a

Contracts Total:

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)
1	NA			
2				
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