



Work Now Hawaii
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www.WorkNowHawaii.org

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

Mission: Create and support employment for people living with disabilities.

Vision: Employment options for anyone with a disability.

Our Key Performance Indicators

- Successful job placement and support based on individual work goals.
- Increase in job availability for individuals living with disabilities through service contacts and community partnerships.
- Achievement of financial stability for clients of Work Now Hawaii programs.
- Graduation of individuals to competitive employment.

Career Paths and Services We Offer

We currently offer the following vocational training and employment opportunities that appeal to a variety of interests.

- Cleaning & Custodial Services
- Secure Document Management & Destruction
- Office Administration
- Accessible Web Development & Marketing
- Photography & Graphic Design

Organization Goals for 2019-2020

- Recruit a Program Manager who will support training and coaching for Work Now Hawaii clients, and collaborate with community partners to promote disability inclusion, helping to create a more inclusive workforce.
- Increase job opportunities across a variety of industries for individuals living with disabilities. (Note: Two Federal contracts will be awarded to Work Now Hawaii in October 2020; one with FEMA and one with GSA.)
- Increase accessibility to Benefits Planning services by partnering with... to help educate individuals and families on the positive aspects of paid employment, such as increasing socio-economic status and reducing reliance on paid supports.
- Increase accessibility to Benefits Planning services by partnering with Cornell University's Institute on Employment and Disabilities, facilitating a network of practitioners here in Hawaii to help aid agencies with employment planning for their clients.
- Expand our education and trade skills center to offer additional skills based training in career areas of interest, including technology, customer service, cleaning and food service.

Funding Requests

Operations Funding

Work Now Hawaii seeks funding to support operational costs, which includes a salary for the Executive Director, Patrick Gartside. Mr. Gartside is the founding Executive Director for Work Now Hawaii and has worked closely with other non-profit community organizations, State and Federal agencies, and higher education institutions to identify the organization's potential role and capabilities to help provide employment for individuals living with disabilities.

In an effort to create jobs, Mr. Gartside has put together bid proposals and secured contract awards to Work Now Hawaii. These contracts with the State of Hawaii and from private organizations provide positions in custodial and web development services for individuals living with disabilities. Mr. Gartside also provides on the job training, job coaching, and employment support for these Work Now Hawaii employees. Work Now Hawaii is recognized as a vocational training organization and seeks additional State and Federal service contracts to provide jobs, all of which require coaching and support for individuals to achieve successful employment.

In the 2018-2019 school year, Work Now Hawaii provided a school-based career exploration program for students of the Hawaii School for the Deaf and Blind. Three individuals in the program received training in the field of custodial service and were offered job positions. Mr. Gartside supported these individuals with coaching and mentoring services and supplying tools to help them adapt to working with their disability. He also provided training to non-disabled individuals in the workplace, helping them work effectively with their new coworkers. Currently, a fourth student has been hired and is engaged in training in web development and graphic design. This pilot program achieved tremendous success and Mr. Gartside looks forward to offering the program again next semester and further expanding this program to additional schools.

With funding from the Department of Health's Developmental Disabilities Division, Mr. Gartside is now a certified Benefits and Work Incentive Practitioner who provides Social Security benefits planning services. He has helped individuals navigate their government benefits and take a critical first step in exploring paths to employment. Mr. Gartside offers this service to Work Now Hawaii employees as well as to clients of Goodwill Hawaii.

Mr. Gartside enables job placement for people living with disabilities, including training and support for individuals, coworkers, and employers. He also participates with the Disability:IN Hawaii, a business network initiative that works to support individuals with disabilities at work and educate the non-disabled.

Program Funding

Our clients would benefit from funding for a Job Coach Program Manager. This role will be integral to training and supporting Work Now Hawaii employees, supply support for individuals in our job placement program, and support and further develop our Career Exploration Program.

Hawaii School for the Deaf and Blind - Career Exploration Program

In our second year of partnership with the Hawaii School For the Deaf and Blind, we seek funding to expand our school-based career exploration programs. Increased financial support will allow us to offer paid internships to students as they discover and explore different vocational options.

Custodial Services - We teach the fundamental hard and soft skills required to maintain successful employment as well as basic and advanced skills in all areas of commercial building cleaning. Certifications that Work Now Hawaii will help individuals pursue and attain include:

- ISSA Custodial Technician Certification
- ISSA Custodial Supervisor Certification

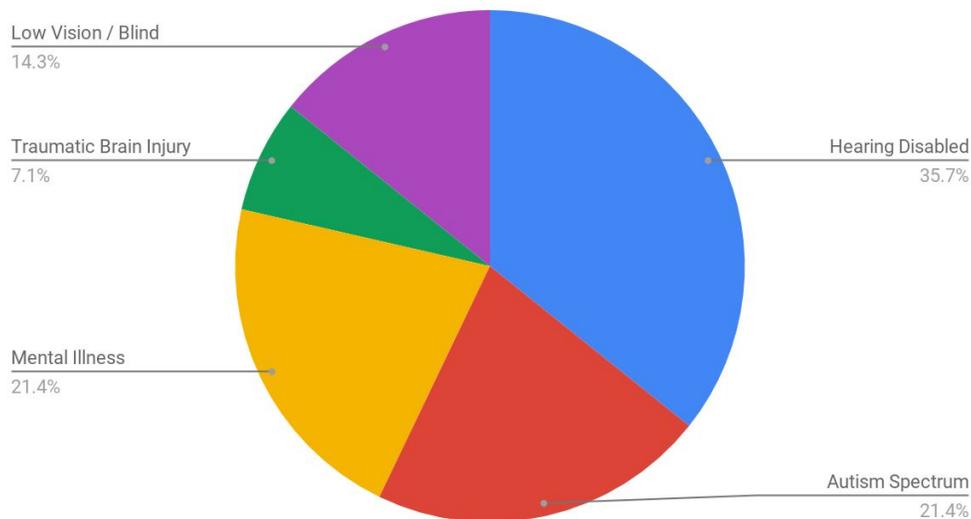
Web Development and Online Marketing - We teach the skills needed to enter the Information Technology field, and would offer varying related certifications including:

- Google Web Designer
- Google Adwords & Analytics Certification
- Google Cloud Certified Professional Cloud Architect

Office Administration - Our partnership with Impact Hub Honolulu provides us with an inclusive space for student interns to explore work in an office environment. Here they will build personal and professional confidence and improve upon their professional qualifications. In serving as assistants to the hosts, they will provide general administrative support services, while working toward the following certification:

- IAAP Certified Administrative Professional

Population We Currently Serve



Professional References

Misella Tomita, Transition Teacher, Hawaii School For the Deaf and Blind

misella_tomita@hsdb.k12.hi.us

808-956-9529

“Working and collaborating with you (Mr. Gartside) is so fortunate, especially with your understanding and respect for Deaf people. You find the jobs that best fit a person's career preferences, regardless of their limitations and that opportunity pushes them to discover their abilities and invest in themselves. I am so grateful that you give them the opportunity to be a responsible and independent adult in the community.”

Annie Moriyasu, University of Hawaii Center on Disability Studies

amoriyas@hawaii.edu

808-956-9529

Jessica Worster, (previously) Department of Health, Developmental Disabilities Division

jworster@employmentinsight.org

808-436-9392

Tsurumi Hamasu, Business Manager Hawaii Foreign-Trade Zone No. 9

tsurumi.hamasu@ftz9.org

(808) 587-5373

Work Now Hawaii employs two individuals living with disabilities in the performance of this State contract for daily cleaning at two buildings at this location.

Tiffany Lightfoot, Trauma Program Coordinator, Department of Health, EMS Injury Prevention Branch

tiffany.lightfoot@doh.hawaii.gov

(808) 733-8330

Work Now Hawaii employs three individuals living with disabilities for accessible web development, photography and graphic design, help desk and customer service.

Nam Vu, Co-Founder, Impact Hub Honolulu

nam@impacthubhnl.com

(808) 277-2555

Work Now Hawaii employs one individual living with a disability for daily cleaning and secure document destruction at this facility.