

Small Project Proposals

1. Youth Workforce Training, LLC dba Pathway to Success Program.....	2
2. Boys and Girls Club Nānākuli Workforce Readiness Program.....	3
3. Hawai‘i Pacific Health Youth Workforce Development Program	13

Oahu Workforce Development Board

Harrison Kuanishi
Executive Director

Target Group: In-School and Out-School Youths
Term of Program: March 16, 2026 - June 30, 2026
Company: Youth Workforce Training, LLC
dba Pathway to Success
Owner: Randall M. Higa, Member Manager

Objective:

To provide PAID, work based learning opportunity internship that may result in permanent, part or full-time competitive integrated employment for youths currently In-School or Out of School who face barriers to employment. This target group includes English Language Learners, Economically Disadvantaged, At-Risk youths, and Students with Exceptionalities.

Overview:

Research indicates that students who experience a PAID internship is a good indicator of being employed after participating in the internship. Also, students require work experience to gain the necessary skills needed for competitive integrated employment. This opportunity is currently minimally available for youths with barriers to employment, including those with exceptionalities.

Over the past nine years, Randall M. Higa has implemented his Ready to Work(RTW) program at various public schools in Hawaii. RTW's employability preparation program has led to permanent part or full time employment for 85-90% of its participants.

There are many youths who, prior to and/or after graduation from high school, are in need of assistance with transition support to employment. The Pathway to Success program will work with school administrators and teachers to identify youths with barriers to employment who will most benefit from employability transition services, secure community business partner employment sites, place participants in internship jobs, and provide on-going support of their work experience.

Scope of Work:

- . Participating youths will be placed in a PAID internship:
Beginning on "Student Identification date" - June 30, 2026.
- . Each participant will work 8-10 hours per week, depending on their availability.
- . The number of participants that will be enrolled in the program is 10 total.
- . Participants will be paid \$18.00 an hour plus 3% fringe benefit as required by law.

Workforce Transition Center Costs:

1. Administrative & Personnel Cost: \$20,000.00
 2. Program Cost: 6,000.00
 - Insurance
 - Accounting
 - Supplies
 - Taxes

Sub-Total: \$26,000.00
 3. Student Payroll Cost: \$24,000.00
- Total Program Cost: \$50,000.00**

LIFE & WORKFORCE READINESS SKILLS TRAINING & EXPERIENCE FOR YOUTH

GENERAL APPLICANT INFORMATION	
Legal name of the entity submitting this application:	Federal TAX ID#
Boys & Girls Club of Hawaii	99-6005407
Address: 1000 Bishop Street, Suite 505	
Honolulu, Hawaii 96813	
Name of contact person for this application: Mrs. Paddy Kauhane	
Contact person telephone number:	Contact person fax number:
808.949.4203	808.955.4496
Contact person e-mail address: pkauhane@bgch.com	
To the best of my knowledge and belief, all of the information in this application is true and correct.	
Typed name of President, Chief Executive Officer or Administrator:	
Mrs. Paddy Kauhane, President & CEO, Boys & Girls Club of Hawaii	
President, Chief Executive Officer or Administrator signature:	Date signed:
<i>Paddy Kauhane</i>	01/14/2026

Executive Summary

The Boys & Girls Club of Hawaii (BGCH) – Nanakuli Teen Center proposes with Workforce Innovation and Opportunity Act (WIOA)–aligned Life and Workforce Readiness Training and Experience pilot designed to address the acute needs of youth on the Nanakuli and Waianae Coast. Operating from February 1 through June 30, 2026, the initiative will strengthen participants’ employability, personal resilience, cultural grounding, and long-term career prospects through targeted instruction, individualized case management, supportive services, and paid work experience placements. The pilot will serve thirty youth ages thirteen to eighteen, prioritizing youth with barriers.

BGCH will provide a pilot project called Life & Workforce Readiness Training and Experience. Participants will have the opportunity to work in the Clubhouse or at off-site locations depending on participants’ area of interest during after-school and/or summer. Participants will also participate in Life & Workforce Readiness Training that will include the soft skills certification, career explorations, resilience based-education, resume writing, interviewing preparation, cultural and aina enrichment, and financial literacy programs to develop life skills. The Life & Workforce Readiness training will assist the participants in reaching their plans and goals.

Organizational Background

The mission of Boys & Girls Clubs of Hawaii (BGCH) is to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

Since our first Clubhouse opened in 1976, BGCH has been providing low-cost, high-quality after-school programs to the children of families on Oahu and Kauai. BGCH’s Clubhouses offer a safe, supportive place for youth to go afterschool and during fall, spring, and summer break. Since our founding, more than 50,000 residents of Hawaii have been members of a BGCH Clubhouse, some who are now leaders in our communities as politicians, doctors, musicians, teachers, and artists. Today, BGCH operates ten Clubhouses that offer programs and enrichment opportunities to improve the life trajectories of thousands of youth ages 7-17 while giving parents a safe and nurturing place to send their children while at work. In addition to quality after-school care, BGCH provides groceries to families in need, tutoring youth to ensure they stay on track academically, offering leadership and sports opportunities, and teaching Hawaiian art and music to connect our youth members to Hawaii’s rich history and culture.

Boys & Girls Club of Hawaii (BGCH) is applying for \$50,000 in funding to pilot the Life & Workforce Readiness Training & Experience project, which focuses on workforce development and post-secondary pathways/education for the youth we serve. This is a pressing need for our youth in Hawaii. According to a 2024 study by Hawaii Kids Can, only 25% of Hawaii parents are confident their children will be well equipped to succeed in the workforce, and just 27% feel their children are prepared for college. On the demand side, according to Hawaii Workforce Funders Collaborative, companies who are hiring in Hawaii report that in-state candidates for jobs do not have enough work experience and are perceived to ‘lack needed skills.

Training will be provided at the BGCH Nanakuli Clubhouse and Teen Center. The Clubhouse services the Nanaikapono Elementary, Nanakuli Elementary, Kawaihona PCS, and Nanakuli High & Intermediate School which are all Title I schools. Through the program pilot project, youth 13-18 years will participate in educational, life readiness, workforce development programs that provide them the tools to become productive employees while teaching them basic money management, soft skills, and resilience skills that they can use in day-to-day life.

Statement of Need

BGCH will target the Nanakuli area, as Nanakuli has one of the highest concentrations of Native Hawaiian and part Hawaiian residents in the state. The area ranks poorly on many measures of child and family well-being. Nanakuli ranks second lowest in per capita income in the state, almost half of the families receive food stamps, child abuse rates are high and they are fourth highest in TANF recipients.

Nanakuli is a relatively young community of 12,666 residents with a large proportion of children and youth; in fact, Nanakuli has the second youngest median age in the state. 63.4% families are Native Hawaiian or part-Hawaiian, which is the highest percentage in the state, and 56.6% of the households have children under age 18. Nanakuli residents struggle with basic needs: 31.9% receive food stamps, compared to 9.4% for the state. (2010 Census, American Community Survey)

There are 500 youth ages 7-17 who attend after school programs at the Nanakuli Clubhouse. Over 90% of Nanakuli Clubhouse members come from households with incomes considered to be low income for a family by federal standards. Twenty-two percent of clubhouse members do not live with their parents. Over 75% of all clubhouse members are Native Hawaiian.

Results from the 2007 statewide testing showed that only 24% of 10th graders are proficient in reading and, shockingly, only 3% of 10th graders are proficient in math at Nanakuli High School. Nanakuli Intermediate and High School students average 40.4 absentee days, respectively, during the school year. Furthermore, only 23% of Nanakuli High School seniors have plans to attend a college or university. Native Hawaiian youth have a lower high school 4-year graduation rate (69.4 vs. 76.6). They also consistently score lower on achievement tests and are less proficient in the Hawaii State Assessment (HSA) in reading and math. The college attendance rates and post-secondary educational aspirations of Native Hawaiians are also low. They are underrepresented in professional and managerial positions, including the fields of education, health, science and technology. Thus, Native Hawaiian and disadvantaged youth could greatly benefit from positive interaction with adults, positive teen role models and other community volunteers.

Based on the results during the 2012-13 school year of the STRIVE HI Performance System, Nanakuli High and Intermediate school (NHIS), a Title I school, is classified as a "continuous improvement school," as are most of Hawaii school. Nonetheless, NHIS students struggle with meeting proficiency requirements in all three core subjects. The percentage of students reaching proficiency level are: 48% in reading, 30% in math, and 9% in science.

NHIS reported 32.4% of students were chronically absent in 2010-2011, which improved to 24.3% in 2011-12. NHIS set the chronic absenteeism target for the current school year at 17.9%. During the 2012-13 school year, 34% of Nanakuli Elementary School students and 41% of Nanaikapono Elementary School students were chronically absent. By contrast only 7% of students at Manoa Elementary, a high performing school, were chronically absent. Research shows that by the sixth grade, chronic absence is a warning sign that a student will drop out of high school.

Youth on the Waianae Coast face persistent barriers to education and employment, including high poverty, limited access to transportation and services, and disproportionate impacts on Native Hawaiian youth. School disengagement and chronic absenteeism contribute to diminished postsecondary and employment outcomes. With emphasis on serving youth with barriers, requiring that local areas invest in work experience and supportive services. This pilot responds directly to those needs by placing culturally responsive, evidence-based services within an accessible, trusted community setting and by removing practical barriers such as transportation, work attire, tools, and certification fees.

Program Goals, Objectives & Timeline

The overarching goal is to equip youth with the competencies, experiences, and supports that will transition to employability skills and engage in post-secondary opportunities. Specific objectives by June 30, 2026 include: enrollment of thirty eligible, completion of life and workforce readiness training by at least twenty-six participants; completion of paid work experience by at least twenty-one participants with eighty to one hundred twenty hours each; and attainment of measurable skill gains and/or credentials by at least eighteen participants.

- Enroll 30 youth; with a completion of at least 26 youth
- Work Experience: ≥21 youth (70%) complete ≥80 hours
- Credential/Skill Gains: ≥18 youth (60%) achieve at least one measurable skill gain (e.g., Money Matters completion, industry micro-credential/cert fee paid, OSHA-10 or Food Handler where applicable).
- Supportive Services: 100% of enrolled youth receive a transportation solution; ≥30 receive attire/tools/testing support.

The program implementation timeline (February 1 – June 30, 2026) will begin with an orientation and intake to go over the program, complete a career exploration to assess their job readiness level, and to facilitate the components of the life & workforce readiness development training. BGCH will assess other needs and barriers that may need to be addressed to complete life and workforce readiness goals and career interest. Participants work sites will be selected according to the participant’s skills and interest as identified during the orientation phase. Efforts will be made to connect with businesses that commitment to provide work experience and on the job training opportunities to youth in their field of interest.

- Phase 1 – Launch Pilot Program
- Phase 2 – Training & Readiness
- Phase 3 – Paid Work Experience

Program Design & Mapping

The program is designed to equip youth with practical skills, confidence, and support by combining financial literacy, work readiness training, resilience-building, cultural learning, and paid work experience. This integrated approach is effective because it pairs hands-on learning with real-world application, removes barriers like transportation and work attire, and provides consistent mentoring. As a result, youth strengthen both their employability and their personal decision-making, helping them transition successfully into work or further education.

Dosage: 8-12 hours/week per participant, blending group instruction, small mentoring case management, and paid work experience.

Component	Description	WIOA Youth Element(s)
Onboarding & Eligibility	Intake development, objective assessment (basic skills, interests, barriers), data capture; referrals as needed.	Program design requirements (assessment & ISS); local OWDB policy on “requires additional assistance.”
Career Foundations	Job readiness, labor market info,	LMI & employment info; leadership

Component	Description	WIOA Youth Element(s)
	resume/interview, digital literacy; career pathways & sector briefs; mock interviews with employers.	development; postsecondary prep.
Financial Literacy – Money Matters	6-module series (budgeting, saving, credit, investing); reality store simulation.	Financial literacy education.
WhyTry (Resilience)	Evidence-based social-emotional resilience program; motivation, decision-making, persistence.	Comprehensive guidance & counseling; leadership development.
Life Skills Workshops	Time management, communication, conflict resolution, workplace norms, professional etiquette.	Leadership development; comprehensive guidance & counseling.
‘Āina-Based Learning & ‘A‘ali‘i	Place-based cultural enrichment, kuleana/service projects, integration of Native Hawaiian values into leadership & work readiness.	Leadership development; service learning; education concurrent with workforce prep.
Entrepreneurship	Micro-enterprise basics, idea-to-pitch, budgeting & pricing, customer discovery; showcase event. E.g Mamaki Tea Stand, Swag Gear Creations, & Snack Shop	Entrepreneurial skills training.
Paid Work Experience (WEX)	Subsidized internships (up to 80 hours/participant at \$18/hr average subsidy), job shadowing, and on the job training.	Paid/unpaid work experience
Supportive Services	Bus passes, interview attire, work boots/tools, testing & certification fees, childcare/housing referrals, accommodations.	Supportive services
Follow-Up (through 5 mos.)	Contact & retention supports (post-exit)	Follow-up services

Consistent emphasis on work-based learning, youth will complete eighty to one hundred twenty hours in subsidized work experience placements aligned with their interests and learning. Confirmed employer partners for this pilot include Starbucks Nanakuli, Ka‘ala Farm, Taco Bell Hawaii, Ross Stores Hawaii, Pizza Hut, Kaahaaina Café, and Kainalu Surf Shop, as well as supervised placements within BGCH operations when appropriate. Work experience will provide participants with the opportunity to develop positive work habits. Work Sites will be designated according to the interest of the youth participants that is also within travel distance. Participants will learn about the importance of showing up to work on time, following directions, professionalism, and the opportunity to meet and have an adult in their life to support their efforts. Duties will expose youth to customer service, retail operations, agriculture and ‘āina stewardship, food service, and entrepreneurship. Each placement will operate under an agreement

outlining roles, safety, supervision, and evaluation. BGCH staff will conduct weekly check-ins, collect timesheets, and obtain bi-monthly progress reports from site supervisors; wages will be processed at or above the Hawaii state minimum wage in compliance with labor law and WIOA documentation requirements.

Staffing (Direct Personnel Serving Youth) & Capacity

The staffing structure for this pilot program is essential to ensuring that youth receive consistent, high-quality support throughout their training and work experience. Each staff member plays a direct role in guiding participants—from the Clubhouse Director who provides oversight and employer coordination, to the Program Director who manages daily engagement, to the Youth Development Specialists who delivers case management, barrier removal, and placement support. Specialized facilitators in financial literacy, resilience-building, and cultural learning provide targeted instruction that strengthens youth skills and confidence. This dedicated team has over 20 years of experience and helps to ensure that every participant is supported academically, emotionally, and professionally, creating a stable environment where youth can successfully build employability skills and transition into meaningful work or education opportunities.

Staff involved in this pilot program are trained through a combination of organizational requirements, youth development curriculum, and ongoing professional development to ensure high-quality, youth-centered service delivery. All personnel complete mandatory Boys & Girls Club of Hawaii trainings, including youth protection, trauma-informed practices, behavioral management, and safety protocols. Program facilitators receive specialized training in curricula such as Money Matters financial literacy and WhyTry resilience education, ensuring content is delivered accurately and effectively. New hires and program staff participate in structured onboarding that includes shadowing experienced team members, and observing program facilitation. Regular supervision, team meetings, and refresher trainings ensure staff remain aligned, supported, and equipped to meet the diverse needs of participants—ultimately enhancing the quality of youth engagement, instruction, and individualized support throughout the program.

The personnel include:

- Project Lead – Claudia “Lala” Fernandez (0.05): Oversight to the pilot project and evaluation
- Clubhouse Director – Kekoa Tupua (0.10 FTE): Oversight, employer partnerships, performance.
- Program Director (0.15 FTE): Scheduling, attendance, facilitation support, incentive tracking.
- Youth Development Specialist (0.40 FTE): Facilitation of career readiness and financial literacy, work placement, cultural enrichment, and mentoring case management.
- Youth Development Specialist (0.30 FTE): Delivers resilience based-curriculum and life skills workshops
- Indirect Admin Support (0.15): Fiscal and grant reporting compliance

Boys & Girls Clubs of Hawaii (BGCH) has nearly five decades of experience designing, implementing, and sustaining large-scale, high-quality out-of-school programs for youth and families across Hawaii. Since opening its first Clubhouse in 1976, BGCH has grown into a statewide organization operating ten Clubhouses on Oahu and Kauai, serving more than 3,400 youth annually with consistent, daily programming. BGCH also reaches an additional 10,000 youth annually through outreach services.

BGCH has demonstrated capacity to successfully manage programs of similar scale and complexity to the proposed project. Our year-round afterschool, intersession, and summer programs operate at multiple sites simultaneously, serving hundreds of youths per day while meeting licensing, safety, staffing, and reporting requirements. All Clubhouses are located on or near Department of Education school campuses, requiring close coordination with schools, families, and community partners.

BGCH employs 92 trained, front-line staff members who work directly with youth in Clubhouses. Staff receive ongoing professional development in youth development best practices, trauma-informed care, social-emotional learning, cultural competency, and program quality standards. Many staff members come from the communities they serve, strengthening trust with families and ensuring programs are culturally responsive and grounded in local values. This staffing model allows BGCH to consistently engage high-risk youth while maintaining safe, structured, and supportive environments.

Organizationally, BGCH is supported by a strong governance and management structure, including an active Board of Directors, an Alliance Board of young professionals, and Clubhouse-level advisory and fundraising boards. These structures provide fiscal oversight, strategic guidance, and accountability. BGCH also has extensive experience managing public and private funding, complying with grant requirements, tracking outcomes, and adapting programs based on data and community feedback.

BGCH utilizes robust evaluation and quality assurance systems to ensure effective program implementation. Attendance tracking, academic monitoring, youth and family surveys, observational tools, and nationally recognized assessments—such as the Boys & Girls Club of America National Youth Outcomes Initiative and Youth Program Quality Assessment—are used to measure progress, inform continuous improvement, and demonstrate impact.

Facilities

The Nanakuli Teen Center is a one-story facility that meets ADA codes, is accessible, and are able to accommodate participants with disabilities. The facility has 3 classroom settings, a large open space with learning pods and social recreation. The location is easily accessible, located next to the Nanakuli High and Intermediate School and near bus line.

Nanakuli Teen Center	Average Capacity)	Brief Description of Use
Teen Lounge / Learning Pods	50	Provides youths with vocational programs and an environment for the development of healthy social and interpersonal skills. Members participate in a wide range of recreational activities, which help youth acquire and enhance their social skills and make new friends. Activities consist of quiet games, ping pong tournaments, guest speakers, “Ohana Nights”, mentoring programs and chess tournaments.
Technology Room	10	Develop the necessary skills and awareness to enable youth to function in this informational and technological world. Activities consist of financial literacy, job and career exploration, resume writing, etc.
Teen Lounge	20	Provides youths with vocational programs and an environment for the development of healthy social and interpersonal skills.
Outdoor	35	Members participate in a wide range of fitness, sports, and team building

Courts		activities, which help youth acquire and enhance their teamwork, physical competency, and sportsmanship. Activities consist of large group games, basketball, and volleyball.
Learning Center	15	Enables youth to become proficient in basic educational disciplines, apply learning to everyday situations and embrace technology. Activities include tutorial, homework assistance, computer classes, science projects, substance prevention curriculum, Hawaiian studies, etc.

Organizational Experience

The Boys & Girls Club of Hawaii (BGCH) has a long and reliable history of successfully implementing youth programs and rapidly mobilizing resources to meet community needs. For decades, BGCH has operated as a trusted provider serving thousands of youths annually across the state, offering safe facilities, trained staff, and proven youth-development frameworks that ensure consistent program delivery. The Nanakuli Teen Center specifically has demonstrated its capacity to launch and sustain structured teen programming—including vocational, academic, and leadership activities—for local youth ages 12–18, reflecting its ability to respond quickly and effectively within a high-need community. This established track record shows BGCH’s readiness to carry out new initiatives, coordinate partners, and deploy services efficiently for this pilot program.

Project title: Mentoring At-Risk Youth

Funding entity and dollar amount: \$170,000 - U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention Programs

Project start and end dates: 1/1/2024 - 1/31/2024 (has been funded annually for multiple years)

Describe what was accomplished: National mentoring program to promote positive outcomes and reduce risk factors for at-risk and high-risk youth through high quality club-based mentoring.

Project title: Kumuwaiwai Na’auao – Educational Resources

Funding entity and dollar amount: \$410,000 - OHA

Project start and end dates: 9/1/2024 - 9/30/2026

Describe what was accomplished: The purpose of Ka Ulu A'e o ka Na'auao is to provide culturally relevant educational support and career readiness training to 212 Native Hawaiian youth from Nanakuli and Waianae aged 7-17 at risk of becoming opportunity youth, with the measurable result of increasing the number of youth on track to graduate high school and plan to pursue post-secondary education by 2% .

Project title: Alcohol and Substance Use Prevention

Funding entity and dollar amount: \$230,000 - ADAD - Hawaii Department of Health

Project start and end dates: 10/1/2025 - 9/30/2026 (funded for multiple past years as well)

Describe what was accomplished: Kauai, Nanakuli and Waianae contracted to provide alcohol and substance use prevention utilizing an evidence-based, nationally-recognized curriculum – Project Alert.

Supplemental services include participation in high-yield learning activities and family engagement activities.

Project title: NOAA Bay Watershed Education and Training (B-WET) Program

Funding entity and dollar amount: \$150,000 - U.S. Department of Commerce, National Oceanic & Atmospheric Administration

Project start and end dates: 10/1/2021 - 9/30/2023

Describe what was accomplished: Support an environmental education program that promotes locally relevant, experiential learning in the K-12 environment on priority topics such as understanding climate, ocean and earth sciences, and community resilience to hazards.

Project title: Positive Alternative Learning

Funding entity and dollar amount: \$200,000 - Department of Human Services - OYS

Project start and end dates: 1/7/2023 - 6/30/2025

Describe what was accomplished: Offered positive alternative learning pathways to teens at the Nānākuli Teen Center, focused on youth who are not thriving in traditional learning environments.

Proposed Budget

The budget for this pilot program is structured to maximize direct impact on youth by prioritizing paid work experience, supportive services, and high-quality training while keeping personnel and facility costs below fifty percent. This allocation ensures that resources flow directly to the services that help youth gain practical skills, overcome barriers, and successfully transition into employment or education pathways. In addition, the program is designed with cost-efficiency in mind—leveraging existing BGCH infrastructure, established employer partnerships, and proven curricula to deliver high-value outcomes without unnecessary administrative overhead.

Life & Workforce Readiness Training and Experience

Provide a budget for proposed work experience and readiness skills training below:
--

Direct Personnel — \$17,000 (34%)	
• Project Lead (0.05 FTE)	\$2,400
• Clubhouse Director (0.10 FTE)	\$2,400
• Program Director (0.15 FTE)	\$2,800
• Youth Development Specialist (0.40 FTE)	\$6,400
• Youth Development Specialist (0.25 FTE)	\$3,000
Program & Participant Costs — \$33,000 (66%)	
1. Paid Work Experience (WEX) Subsidies — \$21,000	
○ Average \$700/youth	
2. Supportive Services — \$4,000	
○ Bus passes/transport: \$1,200 (avg. \$40/youth x 30 youth)	
○ Interview attire/work boots/tools: \$1,600	
○ Testing & certification fees (e.g., Food Handler, OSHA-10 where applicable): \$1,200	
3. Curricula/Workshops/Materials — \$4,000	
○ Materials/printing, life skills workbooks, mock interview event costs, host-site onboardings, entrepreneurship pitch showcase supplies, meals and snacks.	
4. Incentives — \$4,000	
○ Modest, achievement-based gift cards for milestones (assessment completion, Money Matters completion, WEX completion), consistent with local policy and uniform guidance (tracked and receipted).	
Total Budget — \$50,000	
Total Participant Cost:	\$1,667

Conclusion

In closing, this pilot initiative represents a timely and strategic investment in the young people of Nanakuli—one that equips them with the skills, confidence, and real-world experience needed to succeed in today’s workforce. By combining culturally grounded learning, evidence-based training, individualized support, and meaningful paid work opportunities, the program creates a pathway for youth to overcome barriers and build sustainable futures for themselves, their families, and their community. With the Boys & Girls Club of Hawaii’s proven capacity, dedicated staff, and deep roots in the region, this pilot is poised to deliver measurable impact and lasting positive change. We appreciate the opportunity to partner in this important work and remain committed to ensuring every participant is supported, empowered, and positioned for long-term success.

Youth Workforce Development Proposal

Project Title: Workforce Development for Healthcare Careers
Organization: Hawai'i Pacific Health
Prepared by: Shelli Ihori, Director, Workforce Development
Email: Shelli.Ihori@hawaiipacifichealth.org | Office Phone: (808) 535-7568
Date: February 20, 2026

1. Executive Summary

Purpose:

This proposal seeks funding to prepare high school junior and seniors and college students for careers in health care through internships and career readiness training. This program offers students the opportunity to gain first-hand experience in the health care industry and work alongside experienced professionals within the Hawai'i Pacific Health system. Students will learn about general operations within a hospital system and get a better idea of what area in health care they may be interested in pursuing in the future. Through various workshops, students are also provided with additional training in workplace readiness, professional behaviors, and further skill exploration and development. These added components help to ensure that they have the necessary skills to be successful upon entering the workforce.

Amount Requested: \$50,000

Expected Impact: Up to 65 student interns

2. Organization Background

Mission & Vision:

Hawai'i Pacific Health is a not-for-profit health care system of medical centers, clinics, physicians and other care providers. Our mission is to create a healthier Hawai'i.

Anchored by our four medical centers — Kapiolani, Pali Momi, Straub Benioff and Wilcox — as well as more than 70 convenient locations statewide, Hawaii Pacific Health is uniquely positioned to transform health care as we know it today.

Our network of doctors and specialists provides coordinated care that is among the best in the nation. We are partnering with physicians, health plans and the community to improve the health of our population. Our health care teams are built and centered around patients, focusing on prevention, early intervention, monitoring and regular check-ups.

Hawaii Pacific Health is a not-for-profit health care system, which means all of our earnings are reinvested into improving medical equipment and facilities. We also invest in research, education and training as well as charity care for underserved people within our island communities.

3. Statement of Need

In-school youth face barriers including limited exposure to high-demand careers, transportation constraints, and uneven access to work-based learning. Local data show opportunities to increase internships and credential attainment, especially for underserved students. According to the State of

Hawai'i's Department of Labor and Industrial Relations, health care is expected to be the fastest-growing and largest contributor to job creation of all industries in Hawai'i, expected to grow by 12.7% between 2022 – 2032.

4. Project Description

This six-week paid internship is designed to introduce high school juniors and seniors and college students to the health care industry and provides the rare opportunity to gain first-hand experience. Interns are given the opportunity to interact with experienced health care professionals, learn more about hospital systems and observe how the various departments work together to provide patient care.

Key Components

Clifton Strengths Training

- Strengths are the unique combination of talents, knowledge, and skills that every person possesses. People use these innate traits and abilities in their daily lives to complete their work, to relate with others, and to achieve their goals. Most people don't know what their strengths are or have the opportunity to use them to their advantage. By discovering and developing their strengths, the interns are better equipped to do what they do best during the internship and in their future careers.

Friday Night at the ER

- Interns work in teams in this simulation activity to manage patient flow in a busy hospital during a simulated 24-hour period. Students are taught collaboration skills, how to think outside of the box and the importance of data-driven decision making.

How to be a Successful Intern

- Interns learn about practical workplace etiquette skills including phone, email, and meeting etiquette. Students learn about and practice professionalism in a health care environment through scenario-based activities.

Career Development Seminar

- Resume Writing & Interviewing Skills Workshop – Resume writing includes tips for each component of a resume and how to refine and tailor resumes for specific jobs. During interviewing skills, students are taught basic interview tips and practice responding to behavior-based interview questions. These skills are essential for students to develop and master as they prepare to transition from education to the workforce.
- Career Day – Interns hear first-hand from various experienced health care professionals from across the organization through career day presentations and roundtable sessions.
- Finding Your Mission Workshop – A presentation aimed at teaching students how to find the right career path utilizing the concept of Ikigai.

Implementation Timeline

Program Start: June 15, 2026

Program End: July 23, 2026

5. Budget

Item	Cost	Quantity	Total Costs
Student Stipend	\$17.75	65	\$50,000

Total Project Cost: \$276,900

Amount Requested: \$50,000

6. Evaluation Plan

Indicators: Student population served

Data Collection & Reporting: Intern reflections, program survey results.