

News from the
Hawaii Carpenters
Apprenticeship &
Training Fund



HAWAII NEWS NOW SUNRISE

Sunrise Spotlight

Watch HCATF Apprentice Leanne Takadena take on Hawaii News Now's Casey Lund in a friendly, carpentry-skills competition: <https://tinyurl.com/hnn-haw-24>



NATIONAL APPRENTICESHIP WEEK



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IN THIS EDITION

National Apprenticeship Week:
Building a Stronger Workforce in 2024
01

The Heart of Learning
A Day in the Life of an Apprentice
04

Empowering Futures
Events on Kauai & Hilo
06

2024 In Review
Milestones, Growth & Success
08

Journeyman Upgrades
Q3 Upcoming Classes
09

Social Spotlight
Connect With Our Community
10

Celebrating National Apprenticeship Week: Building a Stronger Workforce in 2024

National Apprenticeship Week (NAW) and Hawaii Apprenticeship Week (HAW) 2024 underscored the critical role that apprenticeships play in developing a skilled and resilient workforce throughout Hawaii. This year, HCATF was honored to partner with the State of Hawaii Department of Labor and Industrial Relations Workforce Development Division to showcase the many benefits, successes, and growth opportunities that apprenticeships offer. These efforts aimed to inspire and encourage aspiring tradespeople as they begin their journey to rewarding careers.

Held from Nov. 17 - 23, NAW is a national celebration that brings together industries and educational organizations to promote the value and opportunities apprenticeship programs provide. HAW emphasizes local achievements and efforts within Hawaii's workforce, creating an ideal platform for HCATF to engage the public and highlight the benefits of training programs tailored to meet the evolving needs of the construction industry.

A significant part of this year's celebration was the guided tours of HCATF's Training Center on Nov.19. Approximately 120 participants – including high





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

As we reflect on 2024, we find ourselves looking back on a year marked by growth, innovation, and deep commitment to building a stronger community. This year, we were proud to see even more apprentices join our ranks, engage in comprehensive training, and graduate into the workforce with the skills and confidence to excel.

Our programs evolved alongside the industry, fostering diverse participation and strengthening both new and existing partnerships. Events like National Apprenticeship Week and Construction Career Days united us, showcasing the power of shared learning and mutual support.

These milestones are a testament to the hard work of everyone involved – our apprentices, mentors, staff, and industry partners. Your dedication has been the driving force behind our success, helping us turn challenges into stepping stones and ideas into impactful programs.

As we close this chapter and look forward to 2025, I want to extend my heartfelt thanks to each of you. Let's continue to build, learn, and grow together, carrying forward the spirit of excellence and unity that defines HCATF.

Thank you for making 2024 a remarkable year. Here's to new challenges, achievements, and continued collaboration.

With Aloha,

Edmund C. Aczon
HCATF Executive Director

National Apprenticeship Week *Continued*

school students, educators, and community leaders – were given an exclusive look at the state-of-the-art facilities where apprentices hone their skills through a blend of classroom instruction and hands-on training.

Hawaii News Now came to the training center in the early morning hours before the tours to showcase the facility, its capabilities, and interview DLIR, training coordinators, instructors, and an apprentice. The morning set the stage for the day amplifying the reach of HAW and showcasing the advanced training provided by HCATF.

“Highlighting these experiences not only inspires future apprentices but also reinforces the value of skilled labor in our community,” said Edmund C. Aczon, HCATF Executive Director. “These tours offered invaluable insight into the dedication and comprehensive approach that HCATF applies to nurturing well-rounded tradespeople ready to contribute to Hawaii’s workforce.”

In addition to the tours, Hawaii Governor Josh Green issued an official proclamation recognizing Hawaii Apprenticeship Week. The proclamation underscored the critical role that apprenticeships play in strengthening Hawaii’s workforce and empowering individuals with sustainable career pathways. This acknowledgment from the



Read Governor Josh Green's proclamation at <https://tinyurl.com/haw-proclamation-24>



Governor's office brought added visibility to the event and affirmed the collective efforts of HCATF, its partners, and the community in supporting the next generation of skilled workers.

The week continued with an informative session on Nov. 21, where HCATF presented an overview of the pathways available for those interested in careers within the carpentry, drywall, and millwright trades. The presentation emphasized pre-apprenticeship pathways, as well as the structured and supportive nature of HCATF's apprenticeship programs and featured stories from current apprentices and contractors who have integrated these skilled individuals into their teams. These stories not only highlighted the professional growth apprentices experience but also underscored the mutual benefits for contractors who invest in their development.

The outcomes of NAW and HAW 2024 reaffirmed the significance of apprenticeship programs as essential foundations for both personal and professional development. By uniting schools, community leaders,

contractors, and aspiring tradespeople, HCATF showcased the comprehensive support network available to apprentices. These connections are vital for fostering partnerships that will continue to strengthen and evolve the construction industry in Hawaii.

HCATF is already planning future initiatives designed to deepen community engagement. These include more interactive sessions, expanded outreach efforts, and workshops that emphasize the benefits of mentor-guided, hands-on training. Such initiatives are critical to ensuring that Hawaii's workforce remains robust, adaptable, and prepared to meet the challenges and opportunities of the future.

HCATF's unwavering commitment to nurturing talent and fostering an environment where apprentices can thrive continues to build not only careers but also a sense of community and shared purpose. With the momentum of 2024 carrying forward, HCATF remains dedicated to empowering the next generation of skilled workers who will contribute to and shape Hawaii's future.

The Heart of Learning

A Day in the Life of an HCATF Apprentice

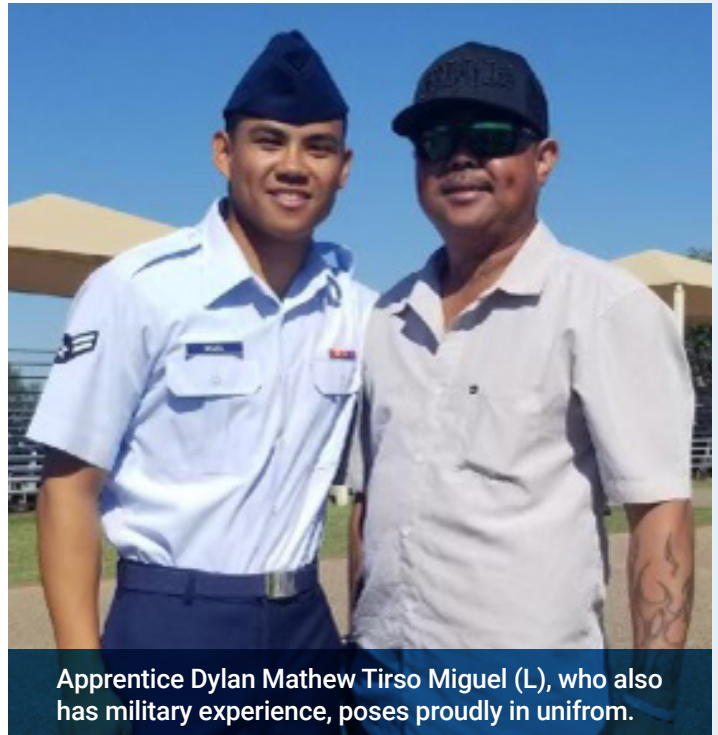
Apprenticeship programs are the bridge between education and the practical world, where skills turn into mastery and aspirations evolve into lifelong careers. For Dylan Mathew Tirso Miguel, an HCATF apprentice currently working for Nan Inc., a typical day starts early. The quiet dawn quickly transitions to the lively hum of the job site, where the team gathers for a morning briefing. This shared moment of focus sets the stage for a day of hands-on learning, collaboration, and growth.

“Every day brings something new,” Miguel shared. “One day, I might be perfecting my framing techniques; the next, it’s all about problem-solving when unexpected site challenges arise.”

This blend of practical work and continuous education is what sets apprenticeships apart. Unlike a traditional classroom-only setting, each concept is immediately applied and reinforced by mentors who guide the learning curve to be steady yet challenging.

Daily tasks often include measuring and cutting materials with precision, aligning structures, and mastering blueprint reading. Each assignment is not just a step in completing a project but a lesson in its own right.

“What I love most is how hands-on everything is. I’m learning by doing, and that’s what makes the information stick,” said Miguel.



Apprentice Dylan Mathew Tirso Miguel (L), who also has military experience, poses proudly in uniform.

This immersive learning experience builds not only technical expertise but also essential soft skills like teamwork, communication, and adaptability.

Mentorship is pivotal to the apprenticeship experience. Mentors share their expertise, recounting lessons from their early days and emphasizing real-world applications. Such mentorship helps create bonds that often evolve into lifelong professional networks.

“Having someone who’s been in the industry for decades guide you is invaluable,” Miguel added. “It’s not just about learning the trade; it’s about understanding the work ethic, the pride in your craft, and how to solve problems when they come up.”

Leo Clemente, an experienced Training Coordinator, instructor and mentor at HCATF, emphasized the importance of

apprenticeships, “Apprentices bring new energy and perspectives to the job. Seeing them develop their skills and confidence is one of the most rewarding parts of my role. They’re not just learning a trade; they’re learning how to think critically and contribute meaningfully.”

While jobsite work forms the core of the training, classroom learning is equally significant. Apprentices attend classes where they delve deeper into the ‘why’ behind their actions on-site. These classes teach theory, safety protocols, and technical knowledge that complement practical skills. The controlled classroom environment also provides apprentices with a chance to ask questions, practice techniques, and solidify their understanding before applying it on the job.

“Class time is where everything clicks,” said Clemente. “It’s where they get to connect the dots, learn from each other’s questions, and build the confidence they need when they’re on the job.”

The structured approach of HCATF’s programs ensures apprentices acquire versatile yet specialized skills. These skills empower them to be valuable contributors across a range of projects, from residential construction to large-scale commercial developments. Regular evaluations help apprentices track their progress, identify strengths, and address areas that may need extra attention.

For Miguel, the decision to join the program was motivated by the desire for a career that blended hands-on work with learning.

“What’s most rewarding is seeing a project come to life from the ground up and knowing I played a role in making that happen,” Miguel explained.

“ I joined the program because I wanted a career that I could be proud of, one that would allow me to build something tangible and lasting. ”

Apprenticeships in the construction industry are demanding. The learning never stops, the expectations are high, and the work can be rigorous. However, the support system – composed of mentors, peers, and program coordinators – helps apprentices face these challenges with confidence and resilience. The reward? A clear path to journeyman status and beyond, where career possibilities are defined only by one’s ambition and commitment.

Empowering Futures

Hilo Career Expo & Kauai Construction Career Days

This fall, the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) continued its mission of inspiring and preparing the next generation of skilled tradespeople through its participation in two major events on neighbor islands: the Hilo Career Expo and Kauai Construction Career Days.

At the Hilo Career Expo, held on Nov. 14 at the Edith Kanakaole Stadium Event Dome, HCATF showcased the diverse opportunities available in the carpentry trades to over 600 high school students from 13 schools. Supported by 12 new recruits from the Hawaii Island program, the HCATF team engaged attendees with hands-on demonstrations and insights into apprenticeship pathways. The recruits shared their own training experiences, including completing OSHA 10 and First Aid safety training, as well as successfully mastering skills like blueprint reading and measurement accuracy. The interactive nature of the HCATF table drew more than 400 visitors, creating an energetic exchange between seasoned professionals, trainees, and students exploring their futures.

On Kauai, Construction Career Days brought together students and industry professionals for another inspiring event. Much like its counterpart on Oahu, the Kauai event provided an intimate yet impactful experience, allowing students to engage directly with representatives from construction trades. Attendees learned about the technical and creative aspects of careers in construction, all while exploring the tangible pathways offered through HCATF's apprenticeship programs. The event demonstrated the power of connection and mentorship in shaping the workforce of tomorrow.

Both events highlighted the importance of outreach and hands-on engagement in inspiring Hawaii's youth to consider careers in the trades. Through events like these, HCATF not only showcases the opportunities available but also reinforces its commitment to building a stronger, more skilled workforce for the state.



Top: New recruits at the Hilo Career Expo proudly represent HCATF, sharing their experiences and inspiring high school students to explore careers in the trades.

Center & Right: Students at Kauai Construction Career Days participate in hands-on activities, learning essential skills under the guidance of industry professionals.



2024 IN REVIEW

Milestones, Growth, & Successes

As we bid farewell to 2024, it's the perfect time to celebrate the milestones and growth that HCATF has achieved throughout the year. From expanding program offerings to building stronger partnerships with local schools and contractors, this year has truly been a year of progress and accomplishment.

The numbers tell a compelling story. This year, **206 courses** were conducted statewide, providing invaluable training to hundreds of apprentices who acquired essential skills for their careers. Graduation rates reflected this success, with **168 apprentices advancing to journeyman status** and confidently joining Hawaii's skilled workforce.

One of the most significant successes this year was the **expansion of the Correctional Facilities Program** which runs at both the Waiawa Correctional Facility and the Women's Community Correctional Center in Kaneohe. This initiative has been transformative, not only for the participants but for the broader mission of HCATF as well.

"The Correctional Facilities Program reinforced our

commitment to reaching out to non-traditional candidates and giving them a meaningful pathway to success which in turn reduces the risk of backsliding," said Edmund C. Aczon, HCATF Executive Director.

The program opened new doors for participants by providing comprehensive training and a chance for a fresh start.

The program's first cycle saw **17 participants take part, with 6 already indentured as apprentices.** An additional **9 participants are currently completing the program**

and are set to finish this upcoming January.

"This particular program has brought a sense of hope and renewal that extends beyond individual apprentices to their families and communities," Aczon continued.

Witnessing participants transition through training and move into apprenticeship with newfound confidence has been incredibly rewarding. Programs like these highlight HCATF's dedication to inclusion, ensuring opportunities for all who are committed to learning and growth.



2024 IN REVIEW

Continued

This year also featured standout events, such as Construction Career Days, which drew high attendance and engagement. On Oahu, the event welcomed **2,070 students from 7 middle schools and 12 high schools**, while on **Kauai, 485 middle and high school students** participated. These events underscored the essential connection between aspiring carpenters, industry professionals, and educational institutions, reinforcing a shared commitment to cultivating a workforce capable of meeting the evolving needs of Hawaii's construction landscape.

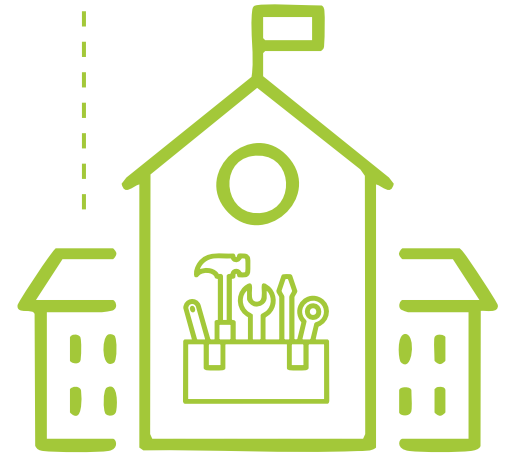
Reflecting on the year, HCATF leaders are proud of the collective progress made.

"This year's progress is a testament to everyone's hard work - from apprentices and instructors to our community partners," said Natalie Millon, Program Manager & Outreach Coordinator. "These efforts have strengthened the foundation for continued innovation and growth as we look toward 2025."

Looking ahead, HCATF plans to build on the successes of 2024 with more tailored training sessions and expanded outreach efforts.

"In 2025, we aim to introduce additional support systems that help apprentices navigate their journey, including mentorship enhancements and advanced skill workshops," Aczon said. "To support these efforts, we've welcomed **two new training coordinators**, Leo Clemente and Dalton Beaman, to the team. Strengthening partnerships with educational institutions and community organizations will also be a priority, with a goal to meet the industry's current and future needs. The goal is to ensure that every apprentice, regardless of background, feels equipped, empowered, and ready to contribute to Hawaii's workforce."

As HCATF moves forward, the organization remains committed to nurturing talent, fostering a sense of community, and supporting the next generation of skilled tradespeople who will shape Hawaii's future. The momentum of 2024 serves as both a testament to past achievements and a launchpad for even greater accomplishments in the coming year.



7 middle schools + **12** high schools

485 students

2,070 students



2
new training coordinators

Journeyman Upgrade Courses 2025 Upcoming Schedule

1ST QUARTER

 January, February & March Courses
 #hcatftraining | #upgradeyourskills

MAUI

COURSE	START
Aerial Lift.....	01/11
Confined Space.....	02/15
Fall Protection.....	01/18
Fall Protection.....	02/15
Fall Protection.....	03/08
Firestop.....	02/22
First Aid & CPR.....	01/22
First Aid & CPR.....	02/13
First Aid & CPR.....	03/05
Forklift Certification.....	01/04
Forklift Certification.....	02/22
OSHA 10.....	02/24
OSHA 30.....	02/24
Scaffold Erector.....	01/11
Scaffolding.....	02/08

OAHU

COURSE	START
Aerial Lift.....	01/11
Aerial Lift.....	02/01
Aerial Lift.....	03/08
Armstrong.....	01/18
AutoCAD.....	01/07
Basic Computer.....	01/07
Confined Space.....	02/01
Door Hardware.....	01/18
Fall Protection.....	01/04
Fall Protection.....	01/25
Fall Protection.....	02/15
Fall Protection.....	03/29
Fall Protection - 24hr.....	02/08
Firestop.....	02/22
First Aid & CPR.....	01/30
First Aid & CPR.....	02/19
First Aid & CPR.....	03/13
Forklift Certification.....	02/01
Forklift Certification.....	03/01
ICRA.....	02/22
OSHA 10.....	01/21
OSHA 10.....	03/04
OSHA 30.....	01/21
Scaffold Erector.....	01/6
Scaffold Erector.....	01/11
Scaffolding.....	01/25
Scaffolding.....	02/15
Scaffolding.....	03/08
Silica Awareness.....	01/16
Silica Awareness.....	02/20
Silica Awareness.....	03/27
Solar Installer.....	02/08
Total Station.....	01/04
Welding.....	01/09

HILO

COURSE	START
Aerial Lift.....	02/01
Door Hardware.....	01/18
Fall Protection.....	01/04
Fall Protection.....	03/29
Firestop.....	02/22
First Aid & CPR.....	02/05
Forklift Certification.....	02/01
OSHA 10.....	01/13
OSHA 30.....	01/27
Scaffold Erector.....	01/04
Scaffolding.....	01/25
Silica Awareness.....	01/11
Solar Installer.....	02/08

KONA

COURSE	START
Aerial Lift.....	02/08
Fall Protection.....	02/01
Firestop.....	02/22
First Aid & CPR.....	02/27
Forklift Certification.....	01/25
OSHA 10.....	03/10
OSHA 30.....	03/10
Total Station.....	01/04

KAUAI

COURSE	START
Aerial Lift.....	01/11
Armstrong.....	01/18
AutoCAD.....	01/07
Basic Computer.....	01/07
Fall Protection.....	02/08
Firestop.....	02/22
First Aid & CPR.....	01/16
Forklift Certification.....	02/22
ICRA.....	02/15
OSHA 10.....	02/04
OSHA 30.....	02/04
Scaffold Erector.....	01/11

REGISTER FOR UPGRADE COURSES ONLINE

Visit www.hicarpenterstraining.com/joueymen to download the required forms and view registration instructions. Contact Paul Tamayo at (808) 859-2812 or ptamayo@hicarpenterstraining.com if you have questions.

social spotlight

We'd love to see what you're up to! Follow our social media accounts to share, learn and network with other members of our apprentice ohana. Tag us in your posts for a chance to be featured on our pages.



CONNECT WITH US!

Follow HCATF and use our hashtag to join the conversation!

@hcatfhawaii | #hcatfhawaii

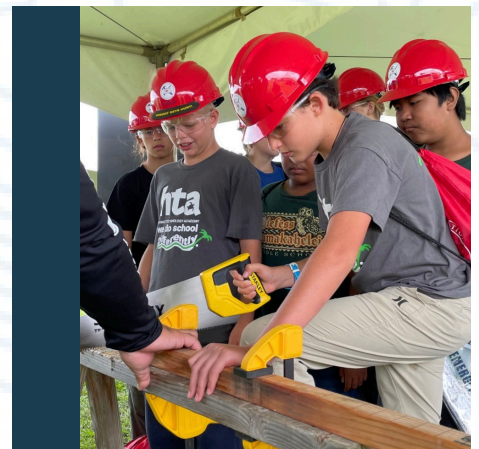
big smiles on big island

Apprentices on Hawaii Island show off their skills. Whether in class or in their community, their pride in their work is apparent. **#projectpride**



kauai's kids

Youth in action at Kauai Construction Career Day! Students get hands-on experience, exploring trade skills and learning about potential careers. **#nextgen**



maui + mass timber

Training on Maui paves the way for the future with cutting-edge building materials and techniques. **#MassTimber**

Happy Holidays

from our ohana to yours



Contact Us!

Do you know someone who would be a great fit as an apprentice? Visit hicarpenstraining.com/apply/ or contact a Training Coordinator to learn more about what it takes to join the trades.

MAUI | LANAI | MOLOKAI

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