

News from the  
Hawaii Carpenters  
Apprenticeship &  
Training Fund



**Doing Double Duty**  
Apprenticeship programs  
benefit both individuals and  
contractors alike.



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# h **haumana**



## IN THIS EDITION

- The Apprentice Advantage**  
A Win-Win for Individuals & Employers  
01
- The World of Welding**  
Benefits of Training  
04
- Hana & HCATF**  
Building a Strong Future  
06
- HCATF Happenings**  
From Classes to Community  
07
- Social Spotlight**  
Connect with Our Community  
08
- Journeyman Upgrades**  
Q2 Upcoming Classes  
09
- Carpenter's Corner**  
Announcements & Highlights  
10

## The Apprentice Advantage

Apprenticeships are a win-win for both individuals and employers: they are an excellent way to teach the skills and experience needed for a successful career in a trade.

Becoming an HCATF apprentice offers many career advantages, especially given Hawaii's unique economy and job market. Hawaii has seen consistent growth in construction jobs over the years, due to its stable and growing economy and the high demand for skilled workers, making it a lucrative industry in which to work.

Driven primarily by tourism, construction, and military spending, Hawaii's economy has ensured the construction is an integral part of the economy. With an increase in infrastructure projects, including a shift towards clean energy, construction jobs are expected to continue to grow across the state. Apprentices can enjoy job security, knowing they are part of a stable and growing industry.





**Edmund C. Aczon**  
Executive Director

*The Hawaii  
Carpenters Apprenticeship  
& Training Fund*

## Message from the Director

As we look ahead to the coming year, we're excited about the opportunities that await all our apprentices. The state's construction industry is booming, with new projects underway across all islands. From building new homes and commercial structures to renovating existing landmarks, there is a tremendous demand for skilled carpenters in Hawaii.

As you know, our program provides an incredible opportunity for aspiring carpenters to learn from experienced professionals, gain practical skills, and build a rewarding career in the construction industry. Our experienced instructors provide individualized attention and guidance to help each apprentice reach their full potential. We're grateful for all they do to shape our next generation of tradesmen and women.

We're also grateful for our strong partnerships with local contractors which give our apprentices - and summer interns - access to valuable networking opportunities, job placements, and real-world experience. A warm mahalo for your continued dedication to our programs. We look forward to continue working with you to best meet the needs of our time-tested industry.

To keep up with industry demands, we're always looking for ways to enhance our curriculum and provide the best possible training to ensure all members are well-prepared to stay competitive in the ever-evolving construction trades. We encourage apprentices and journeymen alike to enroll in our upgrade courses to build and improve skills. We look forward helping each and every one of you achieve your career goals through the quality training we stand by.

With much aloha,

Edmund C. Aczon  
*Executive Director*

## The Apprenticeship Advantage

### *Continued*

Construction in Hawaii has also routinely faced a shortage of skilled workers. This shortage presents an excellent opportunity for those looking to enter the industry or advance their careers. With fewer skilled workers available, contractors are willing to pay a premium for those with the right skills and experience. Becoming a skilled, HCATF apprentice can offer higher wages and better job opportunities.

Apprenticeships also offer many advantages when compared to non-apprentice tradeswork, as well as to traditional college pathways. One of the primary advantages is hands-on training. Training allows apprentices to learn in a real-world setting, working alongside experienced journeymen who can mentor and guide them in their selected trade. This mentorship is invaluable for apprentices, as they learn not only technical skills but also the tricks of the trade that are only gained through years of experience.

Another advantage is the opportunity to earn while learning. Apprentices are paid for the work they do, which means that they can earn a living while gaining valuable skills and experience. In contrast to traditional college pathways, students often have to pay for their education and may not earn money until they enter the workforce. Apprenticeships are often shorter than traditional college programs as well, meaning apprentices can enter the workforce more quickly and start earning money sooner.

Apprenticeships are also typically more targeted than traditional college programs: they're designed to teach specific skills for a particular trade, which means skills are directly applicable to their future careers. In contrast, traditional college programs may include a broader range of subjects that may not be as relevant to future career paths.

Apprentices provide advantages for contractors as well. Contractors often prefer to hire apprentices because of the investment in training, reduced labor costs, increased loyalty, improved safety, and adaptability to change that apprenticeship programs provide. By hiring and training apprentices, contractors can build a skilled and knowledgeable workforce that can help them succeed in the competitive construction industry.

## ADVANTAGES FOR APPRENTICES

02

### MENTORSHIP

Apprentices work under the supervision of experienced professionals, who act as mentors and provide guidance and support. This mentorship can help apprentices develop a deeper understanding of the industry and gain valuable insights from seasoned professionals.

04

### JOB SECURITY

Apprentices who successfully complete an apprenticeship program are often in high demand within the industry. This can provide apprentices with greater job security and stability, as they are more likely to be hired and retained by their employer.

06

### ACCREDITATION

Apprenticeship programs are recognized and accredited by industry organizations, which can enhance an apprentice's credentials and reputation within the industry.

01

### ON-THE-JOB TRAINING

Apprenticeship programs involve on-the-job training, which means that apprentices learn the skills and techniques necessary to perform their job effectively. This practical training allows apprentices to gain experience in real-world situations, which can help them develop their skills and knowledge more quickly than other labor sources.

03

### CAREER ADVANCEMENT

Apprenticeship programs can provide apprentices with a clear path to career advancement. Apprentices can progress through the program and gain new skills and certifications, which can lead to higher-paying positions and greater responsibility within their company.

05

### PROFESSIONAL NETWORK

Apprenticeship programs can provide apprentices with opportunities to network with other professionals in the industry. This can help apprentices build relationships, gain new perspectives, and learn about new job opportunities.

## ADVANTAGES FOR CONTRACTORS

### 1 ACCESS TO SKILLED LABOR

Apprenticeship programs provide contractors with access to skilled and knowledgeable workers. Contractors are often involved in the on-the-job training process, which allows them to invest in the development of their workforce. This investment in training can lead to a more skilled and knowledgeable workforce, which can benefit the contractor in the long run.

### 2 COST SAVINGS

Apprenticeship programs can be cost-effective for contractors. Hiring apprentices is often less expensive than hiring inexperienced labor, as apprenticeship programs can provide contractors with tax credits or other financial incentives, reducing the cost of hiring and training apprentices.

### 3 REDUCED TURNOVER

Apprenticeship programs can help reduce turnover rates for contractors. By providing apprentices with training and support, contractors can create a more engaged and loyal workforce. This can lead to lower turnover rates, which can save contractors time and money on recruitment and training costs.

### 4 IMPROVED SAFETY

Apprenticeship programs can help improve safety in the workplace. Apprentices receive training on safety procedures and are taught to work in a safe and responsible manner. This can help reduce accidents and injuries on the job, which can be costly for contractors in terms of lost time, workers' compensation claims, and legal fees.

### 5 ENHANCED REPUTATION

Participating in apprenticeship programs can help contractors enhance their reputation within the industry. By investing in the training and development of apprentices, contractors demonstrate a commitment to quality and professionalism. This can help attract new business and improve relationships with existing clients.

### 6 WORKFORCE DEVELOPMENT

Apprenticeship programs help contractors develop their workforce for the future. By training apprentices, contractors can ensure that they have a skilled and knowledgeable workforce that can adapt to changes in the industry. This can help contractors stay competitive and improve their chances of success over the long term.

# THE WORLD OF WELDING

Contact Training Coordinator  
Justin McClendon to discuss  
training opportunities for welding:  
[jmclendon@hicarpenterstraining.com](mailto:jmclendon@hicarpenterstraining.com)

Welding is a critical process in construction. It plays a vital role in creating the foundation of buildings, bridges, and other infrastructure projects. Simply put, welding is the process of joining two or more pieces of metal together by melting their surfaces, then allowing them to cool and solidify. It is a highly skilled technique that requires specialized training and expertise.

One of the primary applications of welding in construction is in the fabrication and assembly of steel structures. Welding is used to join steel beams, columns, and other structural components to create the frame of a building or bridge. The strength and durability of the welding joints are crucial to the structural integrity of the finished product. Welding also allows for the creation of complex shapes and designs

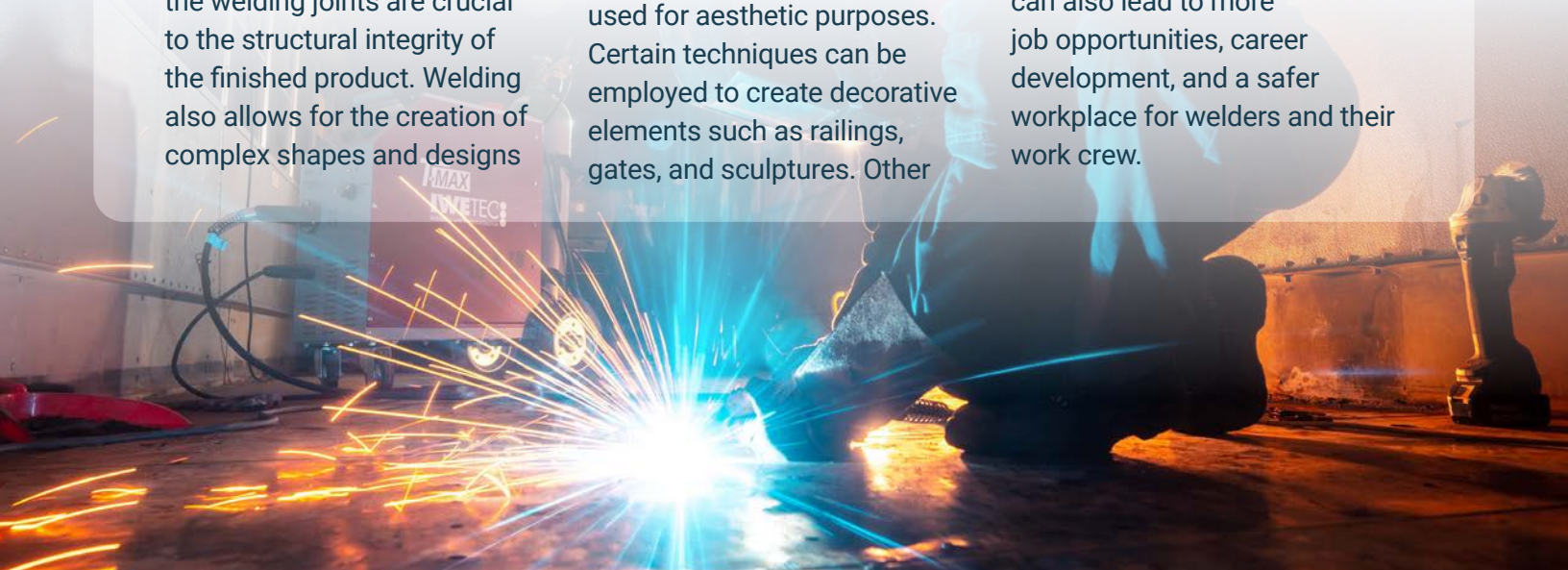
that would be difficult or impossible to achieve with other construction techniques.

Apart from ensuring the structural integrity of a project, welding also impacts the efficiency and productivity of construction, and allows builders to join metal components quickly and easily, reducing the time and labor required to complete construction projects. Since it can also be used in the repair and maintenance of existing structures, welding can extend the life of the structure and save significant costs compared to the expense of a full replacement.

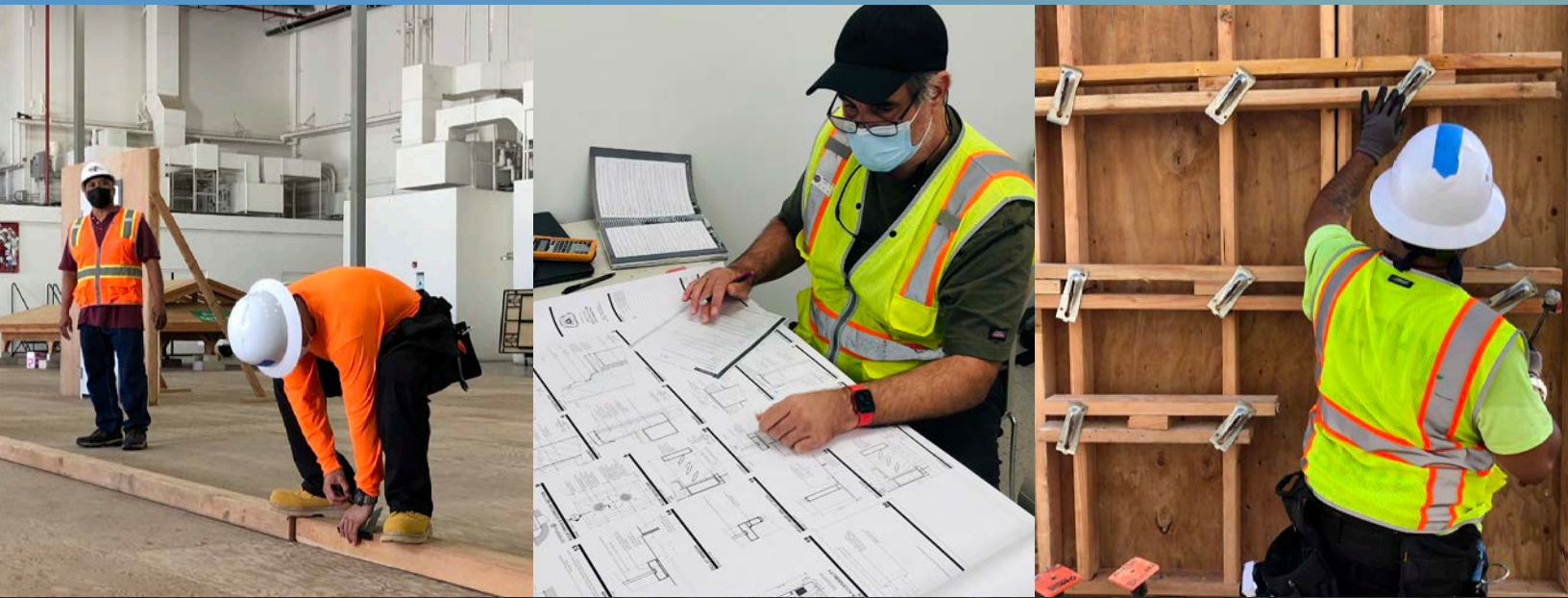
Of course, welding goes beyond just practical use: it can also be used for aesthetic purposes. Certain techniques can be employed to create decorative elements such as railings, gates, and sculptures. Other

techniques such as plasma cutting and metal forming allow for intricate designs and details that can add a unique visual appeal to a construction project.

As always, safety is a critical consideration in construction, and welding is no exception. Welding involves working with high temperatures and potentially hazardous materials, and safety precautions must be taken to protect workers and ensure the safety of the finished product. Apprentices and journeymen alike must be trained in proper safety procedures and must use protective equipment such as welding helmets, gloves, and clothing. Proper training can also lead to more job opportunities, career development, and a safer workplace for welders and their work crew.







## Hawaii's Hana Program & HCATF's Carpentry Pathway Building a Strong Future for the Construction Industry

The construction industry is an essential part of Hawaii's economy, providing jobs and infrastructure across the state. Despite its importance, there's a growing need for skilled workers in the industry, particularly in the field of carpentry. To address this and other workforce needs, Hawaii's Honolulu Community College developed the Hana Career Pathways program, via funding from the Reimagine Workforce Preparation grant, that offers tuition assistance for short term training leading to college and career pathways. The program reimagines workforce preparation through the Hawaiian concept of hana, or "work," which includes training aspiring carpenters through an accelerated curriculum and internship through HCATF's carpentry track.

The Hana Program initially aimed to address the shortage of skilled workers across multiple

industries and was only available to individuals who were unemployed and underemployed. However, it has since opened to include those seeking a career change. The program – including the HCATF carpentry pathway - is free for most participants as training and tuition are subsidized.

HCATF Executive Director Edmund C. Aczon supports the layered benefits of the initiative. "Through this program, individuals gain accelerated on-the-job skills training to support their transition to a career in construction." He adds, "The program also helps contractors fill critical positions on key projects within the community."

The HCATF Carpentry Pathway ensures participants are properly trained in the skills contractors seek most. The comprehensive curriculum includes classroom instruction, hands-on training, and job shadowing via an on-site

internship at the end of the program. Participants master trade basics, including safety procedures, basic tool use, framing, and finishing techniques. They also receive education in construction math, blueprint reading, and job site etiquette.

The rigorous program also requires a commitment to excellence and a willingness to work hard. Those who successfully complete the program are well-prepared for a rewarding career in the construction industry, with support from HCATF, access to instructors as mentors, career advice, and networking opportunities with local employers.

HCATF's involvement in the Hana Program is a testament to its commitment to continue to seek the best and brightest individuals to join the ranks of carpentry, and build a strong and vibrant future for Hawaii's construction industry.

# hcatf happenings

*From classrooms, to community*

## 2023 Spring Open Recruitment

HCATF's Spring Open Recruitment was held on Oahu this past March. A total of 139 candidates applied for carpentry, drywall, and millwright apprenticeship positions. The next Open Recruitment period for Oahu is scheduled for this Fall. Applications for apprenticeships on neighbor islands are accepted daily. Visit [www.hicarpentrestraining.com/apply](http://www.hicarpentrestraining.com/apply) for details.



## Upgrade Training in Kona

Kona journeymen and apprentices gathered early this past May to perform a variety of exercises on the Skytrack at the Palamanui Campus. A huge mahalo to Nan Inc, who gave us roadway access for the training. Remember: you can sign up for upgrade courses like these online to sharpen your skills and stay ahead of the competition!



## Two New Training Coordinators

Have you heard? HCATF has two new Training Coordinators! Welcome to Harold Calventas (left) and Robert "Kupuni" Patcho (right), who both joined the team earlier this year. Both Calventas and Patcho have been involved with HCATF as instructors, and are located on Oahu out of our Houghtailing Office.



# 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

### interns in action

We're looking forward to a new cohort of summer interns! They'll lead the way as the next generation of tradesmen and women.

#SummerInternship



### shaka saturday

We're proud of all our apprentices who show up each and every day with a good attitude. Mahalo to those who always spread good vibes on the job! #ShakaSaturday



### skills USA

Skills USA promotes developing our skilled workforce. We're happy we hosted a competition for aspiring carpenters earlier this year!

#SkillsUSA



# Journeyman Upgrade Courses 2023 Upcoming Schedule

**2<sup>ND</sup> QUARTER**

April, May & June Courses

#hcatftraining | #upgradeyourskills

## KAUAI

COURSE.....	START
AutoCAD.....	03/27
Basic Computer.....	03/27
Aerial Lift.....	04/08
Armstrong.....	04/08
Fall Protection.....	04/22
Confined Space.....	04/29
OSHA 10.....	05/01
OSHA 30.....	05/01
Forklift Certification.....	05/20
Fall Protection.....	06/10
Firestop.....	06/17

## OAHU

COURSE.....	START
Welding.....	03/09
Scaffold Erector.....	03/11
AutoCAD.....	03/27
Basic Computer.....	03/27
Confined Space.....	04/01
Door Hardware.....	04/01
Fall Protection.....	04/01
Solar Installer.....	04/01
Scaffold Erector.....	04/03
Armstrong.....	04/08
Forklift Certification.....	04/08
First Aid & CPR.....	04/13
Silica Awareness.....	04/20
Aerial Lift.....	04/22
Scaffolding.....	04/22
Fall Protection.....	04/29
OSHA 10.....	05/01
OSHA 30.....	05/01
Fall Protection - 24hr.....	05/06
ICRA.....	05/06
Total Station.....	05/06
First Aid & CPR.....	05/11
Forklift Certification.....	05/13
Scaffolding.....	05/13
Aerial Lift.....	05/20
Silica Awareness.....	05/25
Fall Protection.....	06/03
ICRA.....	06/03
Forklift Certification.....	06/10
OSHA 10.....	06/12
OSHA 30.....	06/12
Firestop.....	06/17
Scaffold Erector.....	06/17
Scaffolding.....	06/17
Silica Awareness.....	06/22
Aerial Lift.....	06/24
First Aid & CPR.....	06/24

## MAUI

COURSE.....	START
Scaffold Erector.....	03/11
Forklift Certification.....	04/01
First Aid & CPR.....	04/05
Fall Protection.....	04/15
Aerial Lift.....	04/22
First Aid & CPR.....	05/03
Forklift Certification.....	05/06
Fall Protection.....	05/13
First Aid & CPR.....	06/10
Forklift Certification.....	06/10
OSHA 10.....	06/12
OSHA 30.....	06/12
Firestop.....	06/17
Scaffolding.....	06/17
Fall Protection.....	06/24

## KONA

COURSE.....	START
Door Hardware.....	04/01
Silica Awareness.....	04/01
Solar Installer.....	04/01
Forklift Certification.....	04/08
Fall Protection.....	04/15
ICRA.....	06/03
Aerial Lift.....	06/17
Fall Protection.....	06/17
Firestop.....	06/17
OSHA 10.....	06/17
OSHA 30.....	06/17

## HILO

COURSE.....	START
Scaffold Erector.....	03/11
Forklift Certification.....	04/15
Aerial Lift.....	05/06
Fall Protection.....	05/06
Scaffolding.....	05/06
Total Station.....	05/06
OSHA 10.....	05/13
OSHA 30.....	05/13
First Aid & CPR.....	06/10
Firestop.....	06/17

**REGISTER FOR UPGRADE COURSES ONLINE**

Visit [www.hicarpenterstraining.com/upgrade-registration/](http://www.hicarpenterstraining.com/upgrade-registration/) to download the required forms and view registration instructions.  
Contact Paul Tamayo at (808) 859-2812 or [ptamayo@hicarpenterstraining.com](mailto:ptamayo@hicarpenterstraining.com) with questions or concerns.

# carpenter's corner

## STATE-SPONSORED CHILD CARE PROGRAMS

Looking for more ways to support your family? Check out these programs for childcare options. Learn more about eligibility requirements and the application process via the link below.

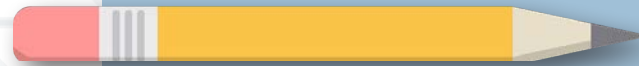
**The Child Care Connection Hawaii (CCCH)** subsidy program helps low-income families to sustain their employment, educational efforts and job training by paying a subsidy for their children who are in the care of DHS-approved child care providers.

**The Preschool Open Doors (POD) program** is a subsidy program that provides services state-wide to families sending their children to a licensed preschool during the school year prior to kindergarten entry. The goal of POD is to promote school readiness for children, and the program focuses on meeting the needs of the child.

**The A+ Program** aims to reduce the high incidence of latchkey children and provide affordable afterschool child care services to children in the public elementary schools whose parents work, attend school or are in job training programs. The program also provides a safe, secure and nurturing environment with a rich variety of activities for the children.

Learn more at [www.hicarpenterstraining.com/childcare](http://www.hicarpenterstraining.com/childcare)

## TAKE NOTE



### CLASS CLEARANCES

Remember to contact your Training Coordinator and instructor if you miss a class. You should also request a class clearance if you're out for a funeral, medical reason, or military obligation.

### CLASS ETIQUETTE

Whether on a UH campus, at the Training Centers, or on-the-job, you're a representative of HCATF. Remember to act professionally and comply with the rules and regulations of each.

### DPRS & THE MOBILE APP

Track your work hours, your training, get paid, and earn wage increases by reporting DPRs through the HCATF mobile app. Submit by the 10th of each month (even if you've worked zero hours!).



## TRADE TIP

### TOOL TIDINESS

Keeping your tools in pristine condition helps them last a long time. Remember to clean them after each use, check for damage, and store them properly in a dry place.

# SAVE THE DATE!

The Hawaii Carpenters  
Apprenticeship & Training Fund's

# 2023

# Journeyman Recognition Ceremony



SATURDAY

**20 · MAY · 2023**

AT 10:00 AM

## Contact Us!

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

### MAUI | LANAI | MOLOKAI

Errol Kusunoki  
(808) 223-9500  
ekusunoki@hicarpenstraining.com

### OAHU

Harold Calventas  
(808) 807-3480  
hcalventas@hicarpenstraining.com

### HILO | KONA

Mereane Hamatake  
(808) 859-3983  
mhamatake@hicarpenstraining.com

### KAUAI

Darrell Seto  
(808) 859-2470  
dseto@hicarpenstraining.com



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