

News from the Hawaii Carpenters Apprenticeship & Training Fund



Mentorship on Maui
Classroom learning facilitates coaching opportunities between students and instructors.



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Building Relationships

Making Work Meaningful through Mentorship

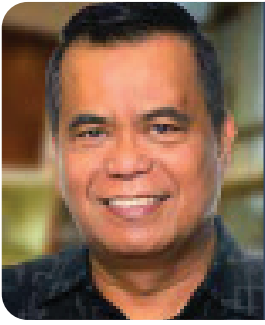
Supported employees are empowered employees. Workplaces that create positive, goal-oriented, environments motivate employees and help them develop life-changing careers that are financially viable. One way to create this type of environment is through mentorship.

Mentors offers guidance, advice, and development for others. In this sense, the journeymen-apprentice learning model is a prime example of this exchange. Journeymen ask questions, create challenges, and offer advice or feedback to help the apprentice improve, learn, and grow.

Relationship building that occurs through these exchanges in apprenticeship help make work meaningful. Learning from others often leads to more job satisfaction and greater confidence, while passing on knowledge can result in a sense of accomplishment and personal satisfaction.

Mentorship through apprenticeship can also strengthen bonds between coworkers, whether new apprentices or experienced journeymen, generating a culture of safety and mutual respect. Having structured guidance can also





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

In today's day and age, we're often told that to be happy, we must create work-life "balance." While admirable in theory, the phrase implies a conflict between work and the other areas of your life that bring you fulfillment. Work is always going to fill a large part of your life; therefore, integrating work with family, self and community is a more sustainable approach to achieving happiness.

Apprenticeship paves the way for this integration: mentorship is a key component of the learning model. It can strengthen bonds between crew members as well as between apprentices and their supervising journeyworkers. Through this exchange, relationships and the bonds of brotherhood are built, creating a culture of safety and mutual respect that can enhance job satisfaction and quality of life.

As we enter the holiday season, I'd like to take a moment to recognize how mutual understanding and support within our community empowers us to work together and create brotherhood – the fellowship and friendship that embodies our cultures, traditions, and our families and makes us strong.

In the new year, I encourage you to embrace the idea of brotherhood – and sisterhood – wholeheartedly: help a younger apprentice, offer a word of encouragement, or share a laugh or meal with your crew. Remember to value the ohana we create together, so that we can ensure a successful, happy future for us all.

With much aloha,

Edmund C. Aczon
Executive Director

Building Relationships *Continued*

lead to higher-wage employment via networking, providing a pathway for workers to find good, family-supporting jobs. The comprehensive benefits of mentorship helps create a culture of commitment and belonging, beyond just showing up to get a paycheck.

Here are eight more benefits of having mentorship programs – like the journeyman to apprentice teaching model – in the workplace:

1. Inspiration

Mentors are a great source for motivation and inspiration. Talking things over with a mentor can help you set goals and keep you on the right track.

2. Opportunity

Mentors offer guidance in areas where you may not yet have opportunity or experience. Their guidance and encouragement can open doors and provide key knowledge on how to achieve your goals.

3. Networking

Mentorships connect you with higher-ups and help you meet more people. The larger your network, the better your chance for a fruitful career full of opportunity.

4. Job Satisfaction

Mentorships can increase your happiness on a job. Get support, share wins and setbacks with experienced professionals who can guide you through challenges and help you learn from mistakes.

5. Self-Discovery

Mentors provide valuable feedback and offer suggestions that enable you to improve your skills. Listening to constructive criticism is extremely beneficial to self-growth and professional development.

6. Life Experience

While education and training are essential, partnering with a mentor who's "been there, done that," can help turn your job into a career.

7. Accountability

Learning to take ownership is crucial for building your career. Mentors can help flush out short term and long-term goals and will count on you to produce results to help you achieve your ambitions.

8. Challenge

A great mentor wants to see you succeed and will challenge you to discover your talents and to think outside of your comfort zone.

More Benefits of Mentorship for Apprentices - and Contractors



Improve your confidence and self-esteem while learning to give and take feedback



Accelerate your development, improve leadership skills, practice teamwork and learn how to compromise



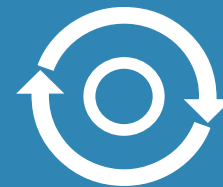
Get guidance on career choices and help you create on a clear plan to achieve your goals



Learn to navigate work politics and expand your network



Create community in the workplace, leading to a more productive and motivated workforce



Increase employee retention, resulting in better consistency and reliability in the workplace



Recruit and develop a highly skilled workforce and create a system of shared values



Create a healthy work culture from the inside out, through a respected leadership style

Brotherhood Has No Boundaries

Building Inter-Island Community through Apprenticeship

"Once a brother, always a brother, no matter the distance, no matter the difference, and no matter the issue." Byron Pulsifer - Training Coordinator Errol Kusunoki reflects on the role of apprenticeship in creating lifelong bonds.

Construction always has its ups and downs. There are days of accomplishments and days full of challenges. As tradesworkers, one of our biggest sacrifices is the time spent away from the families we work so hard to support. Each day, we get up before the sun rises and return home as the sun sets. Some of us are required to catch a plane or a ferry just to get to work, but during the time we spend on a jobsite, we do not just

build structures that will stand the test of time, we also build relationships. Regardless of the trade or what project you work on, you'll find yourself spending countless hours with coworkers. From eating and joking around, to stripping forms and standing up walls, you are going through the grind – together - day after day. During that time, we start to build tight-knit bonds with our coworkers who become an extension of our family. Some of us will share the



*Training Coordinator
Errol Kusunoki*

same hobbies, interests, or faith. Together, we gain trust, build confidence, and give and earn respect for one another, building comradery and memories that last a lifetime.

When I was in the apprenticeship program, I learned from and worked with experienced journeymen from across the state. They each had different attitudes, perceptions of work, and unique skill levels from foundation to finishing. Their qualities and teaching styles varied but their directions were firm. Attitude, attendance, and safety were high on their priority list. Criticism was



Errol Kusunoki supervises apprentices across Maui, Lanai, and Molokai. Here, Maui apprentices show off their team's hard work and effort as they bond in class.

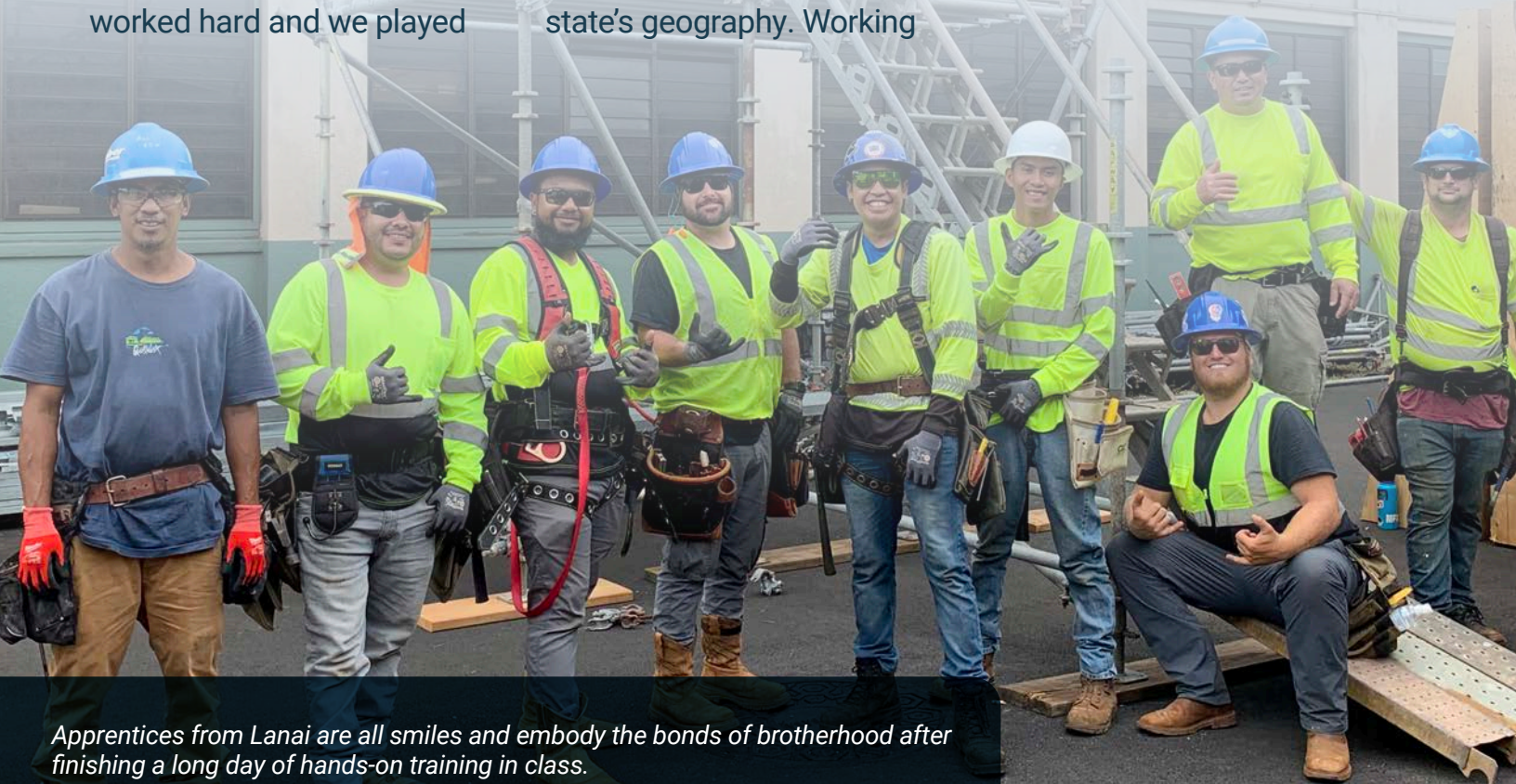
common, but it made me aware that there was much to learn to become a well-rounded journeyworker and I was a better apprentice for it.

Throughout my career, I was fortunate to work on many projects on Maui and Lanai. Working on Lanai for a few years really made me feel a part of the inter-island community. It was not easy living in a house with 50 coworkers, 5 bathrooms and 3 washers and dryers but together, we made it work. BBQ's, football games at the beach and even some range time helped us enjoy our time away from homes. During that time, I really got to see the value of brotherhood. We worked hard and we played

hard. My foreman was Edwin Caspillo from Oahu. We first met in 2001 while working on a Hawaiian Dredging project at Kapualua Bay, Maui. Who knew that 13 years later our paths would cross again and become the best of friends. His leadership and care for his crew stood out above most. The respect was mutual, and when he asked us to work doubles and overnight shifts around the clock, we did. He always led by example and supported his team 100% on and off the job.

The Hawaii Carpenters & Apprenticeship Training Fund is one of many apprenticeship programs across the country, but we're unique due to our state's geography. Working

across multiple islands presents challenges other organizations never have to consider, but despite it all, our bonds of brotherhood remain strong. As technology continues to improve and the use of platforms such as Zoom and TEAMS becomes more prominent, we expect to reinforce those bonds with our ability to ease communication and provide support to our HCATF ohana, no matter what island you're on. We're proud to be there for each one of our members, and live by these words of wisdom: "Be willing to step out of your comfort zone. Always be willing to help your brother succeed."



Apprentices from Lanai are all smiles and embody the bonds of brotherhood after finishing a long day of hands-on training in class.

Career Connections

Early Exposure to the Trades

Training Coordinator April Acquavella provides a peek inside the history, evolution, and success of HCATF's Career Connections programs throughout schools across Hawaii.

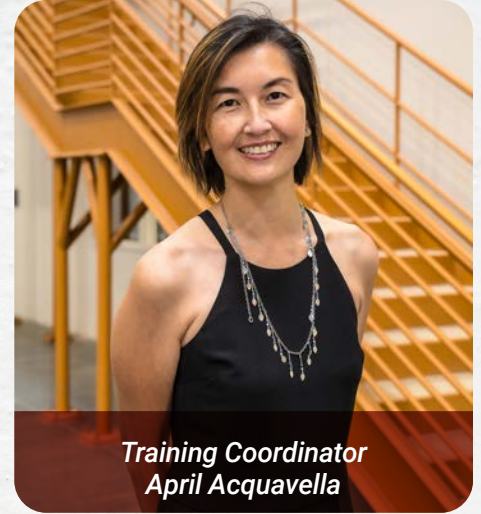
"You are so lucky. I wish they had that when I was in school!"

Over the last several summers, this phrase, or a version of it, was echoed across some of the largest construction job sites in Hawaii. As the capstone to HCATF's Career Connections Pre-Apprenticeship Program, select public high school students spent their summers working full-time on construction job sites across the state.

The Career Connections summer internship attracts the best and the brightest high school graduates to our apprenticeship program, but to understand its success, we need to rewind to the beginning.

Over a decade ago, leading union carpenters from across the country gathered in Las Vegas to develop the Career Connections pre-apprenticeship curriculum.

This curriculum prepares youth to enter a registered apprenticeship in the skilled trades. In 2017, we piloted the 2-year pre-apprenticeship curriculum in McKinley High School, Waianae High School, and Kahuku Intermediate and High School as part of the Hawaii State Department of Education Connect2Careers initiative. With a focus on building skills through diligent practice, the program covers tool safety, introductory carpentry skills, employability skills, and math fundamentals. Students understand what will be expected of them as tradesworkers and are exposed to college alternatives that lead to high-paying careers. Students also earn industry-recognized certificates for doing well in the program. Even if students pursue careers in other industries, practical skills from the curriculum are transferable.



*Training Coordinator
April Acquavella*

For youth seriously considering a career in the construction industry, the summer internship offers them a foot in the door and a life-changing opportunity. Summer interns earn their OSHA 10 and First Aid/CPR Certifications with introductory training sessions before starting their 6-week, full-time paid internship on an active construction site.

Students see the benefits of punctuality, a positive attitude, and good work ethic while meeting the physical challenges of working on a construction site. They gain the necessary information to decide whether a skilled trades career is right for them.

Contractors participating in the summer internship program gain access to motivated, high-achieving students with introductory safety, tool, and

math skills. New graduates are eager to begin work and are trainable. Employers cultivate a culture of mentorship and emphasize the importance of passing their skills to the next generation. To date, we have placed 60 hardworking summer interns with 17 contractors statewide, with half entering the apprenticeship program after graduation.

We have expanded our partnerships in under four years from three Oahu schools to 32 Hawaii public high schools statewide. Our staff visits these schools throughout the year, giving talks and attending career fairs. Oahu students have also visited the Kapolei Training Centers. Over the next years, we will strengthen this pipeline through intermediate

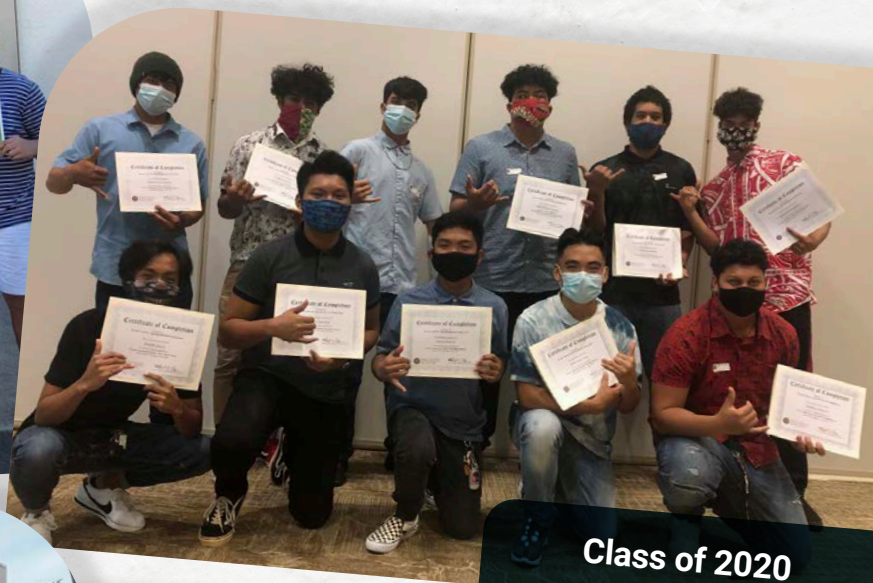
and elementary school outreach activities.

The competition for high school talent is fierce, and we are poised to capture the youth who will carry the skilled trades into the future. Contact the Training Office for upcoming opportunities if your company is interested in tapping into Hawaii's young talent.

Below: graduates from the Career Connections Summer Internship program pose with their certificates.



Class of 2019



Class of 2020



Class of 2021



Class of 2022

HCATF HAPPENINGS

Classroom & Community



Training Beyond the Classroom

This November, HCATF Training Coordinators traveled to the Carpenters International Training Fund (CITF) in Las Vegas to improve and expand strategies for program recruitment and retention.

“We advocate training for *everyone* in our program, including staff,” stated Edmund Aczon, HCATF Executive Director. “We lead by example and will always do everything we can to keep learning, stay competitive and recruit the best and brightest candidates to our trades.”

Taking Time to Celebrate

At HCATF, community and ohana are part of our core values – and something we are proud to embody in the workplace. We celebrated Training Coordinator Paul Tamayo’s birthday together this December, taking time to appreciate all his hard work and effort supporting our apprentices. Appreciating his special day as a team served as a reminder of the undercurrent of brotherhood that bonds our tradesmen and women together.



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

shaka shoutouts

It's easy to share shakas and spread good vibes when you love what you do! Props to all our passionate apprentices.

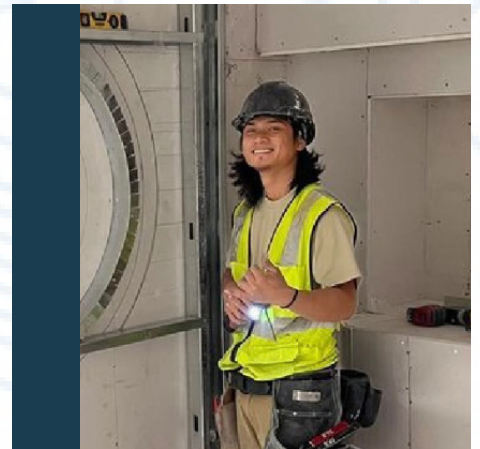
#ShakaSaturday



drywallers do WORK!

Did you know? A standard sheet of drywall weighs over 51 pounds. Shoutout to all the drywallers who do heavy lifting every day!

#DrywallNation



get physical

Construction is PHYSICAL. Not everyone is cut out for the job - our apprentices are the top in the trade because they always work hard to **#GetTheJobDone**

Journeyman Upgrade Courses 2023 Upcoming Schedule

1ST QUARTER

 January, February & March Courses
 #hcattraining | #upgradeyourskills

KAUAI

COURSE	START
AutoCAD.....	01/03
Basic Computer.....	01/03
Aerial Lift.....	01/14
Scaffold Erector.....	01/14
First Aid & CPR.....	01/18
Armstrong.....	01/21
OSHA 30.....	01/30
OSHA 10.....	02/07
Fall Protection.....	02/11
ICRA.....	02/18
Firestop.....	02/25
Forklift Certification.....	02/25

OAHU

COURSE	START
Basic Computer.....	01/03
Fall Protection.....	01/07
Total Station.....	01/07
Scaffold Erector.....	01/09
Welding.....	01/12
Scaffold Erector.....	01/14
OSHA 30.....	01/17
Silica Awareness.....	01/19
Fall Protection.....	01/28
Scaffolding.....	01/28
OSHA 10.....	01/30
First Aid & CPR.....	02/01
Confined Space.....	02/04
Fall Protection - 24hr.....	02/11
Solar Installer.....	02/11
Fall Protection.....	02/18
Scaffolding.....	02/18
First Aid & CPR.....	02/22
Silica Awareness.....	02/23
Firestop.....	02/25
ICRA.....	02/25
OSHA 10.....	03/07
Scaffolding.....	03/11
First Aid & CPR.....	03/22
Silica Awareness.....	03/23
AutoCAD.....	01/03
Aerial Lift.....	01/14
Door Hardware.....	01/14
Armstrong.....	01/21
Aerial Lift.....	02/04
Forklift Certification.....	02/04
Forklift Certification.....	03/04
Aerial Lift.....	03/11

MAUI

COURSE	START
Forklift Certification.....	01/07
Aerial Lift.....	01/14
Scaffold Erector.....	01/14
Fall Protection.....	01/21
First Aid & CPR.....	01/26
OSHA 30.....	02/07
Scaffolding.....	02/11
First Aid & CPR.....	02/15
Confined Space.....	02/18
Fall Protection.....	02/18
Firestop.....	02/25
Forklift Certification.....	02/25
OSHA 10.....	02/27
First Aid & CPR.....	03/09
Fall Protection.....	03/11

KONA

COURSE	START
Total Station.....	01/07
Forklift Certification.....	01/28
Fall Protection.....	02/04
Aerial Lift.....	02/11
Firestop.....	02/25
First Aid & CPR.....	03/02
OSHA 10.....	03/20
OSHA 30.....	03/20

HILO

COURSE	START
Fall Protection.....	01/07
Silica Awareness.....	01/07
Door Hardware.....	01/14
Scaffold Erector.....	01/14
OSHA 10.....	01/17
Scaffolding.....	01/28
OSHA 30.....	01/30
Aerial Lift.....	02/04
Forklift Certification.....	02/04
First Aid & CPR.....	02/09
Solar Installer.....	02/11
Firestop.....	02/25
Fall Protection.....	03/25

Our social-distancing efforts related to the coronavirus continue. We are still accepting remote registrations for upgrade courses. Visit www.hicarpenterstraining.com/upgrade-registration/ for more details and to download the required forms. Follow all registration instructions carefully, and contact Paul Tamayo at (808) 859-2812 or ptamayo@hicarpenterstraining.com if you have any questions or concerns.

carpenter's corner

MEET YOUR HCATF TRAINING COORDINATORS

HCATF is lucky to have dedicated team members committed to the job - and our apprentices - access all islands. This month, we turn the spotlight on Oahu's Training Coordinator Justin McClendon.

Aloha From Oahu

Justin McClendon is the most recent addition to HCATF's Training Coordinator team, having joined the program in fall of 2021. Prior to moving to Hawaii, he worked in Washington as a Training Coordinator with the Northwest Carpenters Institute.

Justin entered the construction trades many years ago, specializing in millwright work. "I worked on a variety of projects from fish hatcheries to power plants to food processing. Becoming a millwright is a great career option: it opens the door to other pathways and teaches you to use the latest technology and tools that keep you highly competitive in the industry."

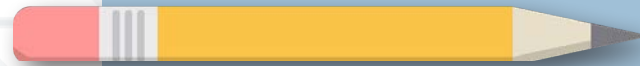
While an advocate for the millwright program, Justin is first to point out that it's hard work! "The type of person who would be a good fit is someone who is precise and likes to work with their hands. If they have an interest in technology and like to think about creative solutions to problems, that also helps."

As an industry expert, Justin has advice for all apprentices: "Remember that success doesn't happen overnight! Patience and practice developing your skills and knowledge is important."



Training Coordinator
Justin McClendon

TAKE NOTE



REGISTRATION READY

Complete your spring semester registration by Friday, December 30th. Make sure to also purchase your books and pick them up before the first day of class.

ASSOCIATE ASPIRATIONS

Did you know? Apprentices can earn credit toward an associate's degree with their HCATF courses. Contact your Training Coordinator to learn more.

NEW YEAR, NEW YOU SKILLS

Ready to make a resolution? Invest in yourself this year by enrolling in journeymen upgrade courses to keep your skills sharp and stay ahead of the game.



TRADE TIP

ASK AWAY

As an apprentice, comprehension is key: you need to understand what you're learning! Don't be afraid to ask questions. People will be happy to give you advice and guidance.

Mele KALIKIMAKA

THE HCATF TEAM, 2022



**Season's greetings
from our ohana,
to yours!**

We wish you and your families a very safe, happy and healthy holiday season filled with joy and aloha.

Best wishes for the new year!
The HCATF Team

Contact Us!

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

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