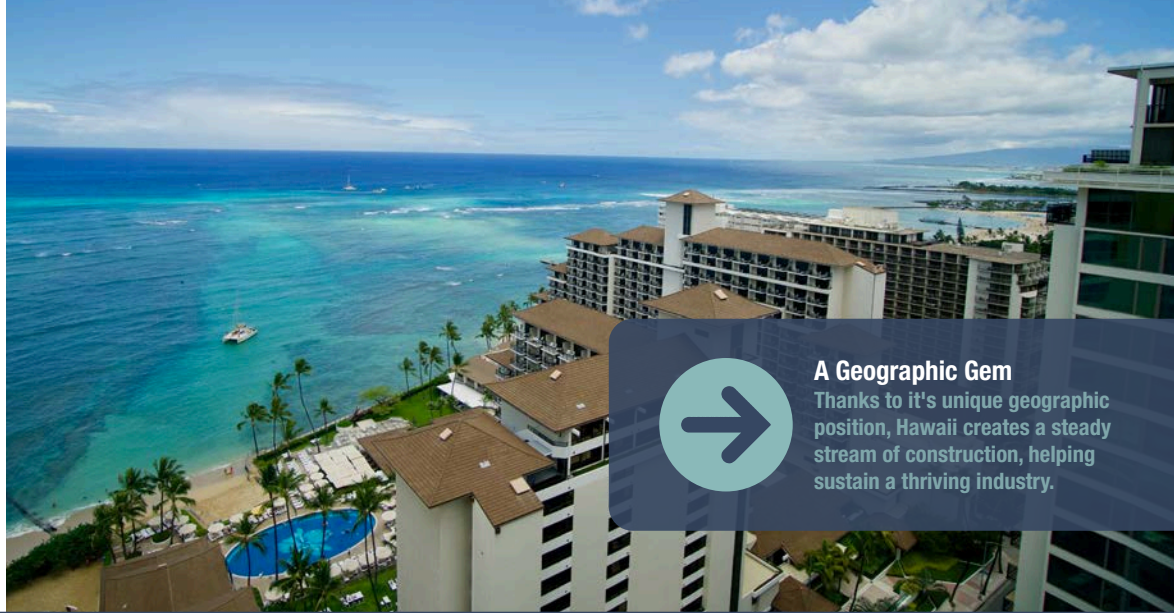


News from the Hawaii Carpenters Apprenticeship & Training Fund



A Geographic Gem
Thanks to its unique geographic position, Hawaii creates a steady stream of construction, helping sustain a thriving industry.



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Hawaii's Unique Approach to Apprenticeship How History Has Constructed Careers & Community

The Aloha State. The Pineapple State. Paradise of the Pacific. The Rainbow State. It's no surprise that Hawaii is known by so many names – and aptly so. Our islands possess a natural beauty unlike anywhere else in the world. But the state is not just rich in sunshine and rainbow: it has a rich history to match, one brimming with unique patterns which have shaped community and culture throughout time, including an impact on the development of trade labor across the state.

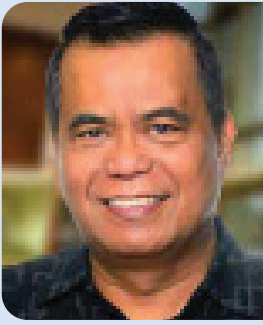
Hawaii's natural geography and fertile landscapes first paved the way for carpentry to flourish. The bountiful nature of these islands was quickly recognized and prompted the formation of plantations, drawing carpenters to the

state to meet labor needs. As the state developed, workers transitioned into urban building activities over the years.

In time, modern travel developed sparking an explosion in the tourist industry, thanks once again to the beauty of the islands. This created even more demands for labor across the state to meet burgeoning infrastructure needs, elevating the construction industry as a powerhouse of the local economy.

Of course, the immense growth was not without its struggles. With the rise of the industry, local workers and leaders recognized the importance of joining together to ensure worker rights and achieve a decent standard of living. On July 25, 1901, Honolulu





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

Since the pandemic began, we've made countless adjustments in all areas of our lives, transitioning how we live, work, and care for ourselves and our ohana. Two years later, we're not only proud about how our apprenticeship navigated these difficult transitions, we're confident we can take on any challenges that lie ahead. Of course, we're also excited to see gradual changes in policy that will bring a level of our old normalcy back to our day-to-day lives, including the end of the mask mandate.

While we're eager to move forward, we continue to operate with mindfulness around health and safety. To date, we've adhered to policies set forth by the University of Hawaii and will continue to do so to help keep our community safe. We are counting on our apprentices to adhere to these rules and regulations on a daily basis, representing our institution professionally and with pride.

As the year continues to unfold, we look forward to expanding our community impact across Hawaii beyond the classroom walls. Our female apprentices are lending their time and expertise to construct a home for a local family on Oahu; our Career Connections Summer Internship will enter its third year, bringing valuable career opportunities to youth across all islands and immersing them in the field; and of course, we're excited to celebrate our latest cohort of journeymen who are helping advance an already-strong industry within our state.

We're eager to continue our strong trajectory of community impact throughout the year, and are optimistic that such impact will grow as the world around us continues to open up. To everyone in our HCATF community: mahalo for everything you've helped us accomplish thus far, despite the most challenging odds. Keep up the great work.

With much aloha,

Edmund C. Aczon
Executive Director

Hawaii's Apprenticeship

Continued

opened its first local with just ten men on its roster, officially gaining a charter from the United Brotherhood of Carpenters and Joiners in the fall of 1902 as Local 745.

With the establishment of the Local and the acquisition of Union status came the opportunity for education, training, and apprenticeship, which occur today under The Hawaii Carpenters Apprenticeship & Training Fund (HCATF). Just as Hawaii's geography shaped its history and the need for skilled tradesmen, so too has it shaped the ways in which our modern-day training programs operate.

Local 745 - once the largest local of its national union¹ - encompasses all islands across the state. HCATF training programs reflect that model, serving all six of Hawaii's populated islands.

"Serving the needs of multiple locations across all islands is a challenge, but an important one we take very seriously," stated HCATF Executive Director Edmund Aczon. "Our industry thrives because of the excellent tradesmen we produce on every island. We take pride in being consistent in the quality of training we provide regardless of geographic location, knowing our workforce is improved when we look at our membership cohesively."

Most mainland apprenticeship don't face this challenge, as their programs are connected geographically. Logistics are, by default, easier to overcome whether that be travelling to jobsites, acquiring material, or addressing supply chain and distribution issues that inevitably crop up. "Hawaii's geographic separateness creates unique circumstances when it comes to running our programs. It also sets us apart because we have learned to be more flexible, anticipate logistical needs, and find creative solutions to overcome any obstacles that come our way," says Aczon. "This helps us to prepare a workforce that is profoundly suited to meet the distinct labor needs across Hawaii."

One way the programs run that reflect this is with class structure. HCATF apprentices work and learn at the same time. This allows them to make a living wage, provide for their families, and advance their skills without taking time off the job - something that's not always a given in Hawaii. In contrast, many mainland programs operate differently, separating work and school time out. While there are benefits to the varied mainland models, the Hawaii method is ideal for the islands due to the nature of ever-growing construction.



The rise of tourism helped increase the demand for highly-skilled carpenters across the state.

Hawaii's Apprenticeship

Continued

With limited pool of workers, it's important that apprentices are available to work despite school. "School and learning are a priority for career advancement," notes Aczon. "That being said, we recognize how important it is for apprentices to earn a living wage and provide a high-quality life for their families. By running our program simultaneously with work, we give apprentices the best of both worlds."

This is especially important given the pace of the industry. As a top driving force of the local economy, there's rarely a shortage of work across the islands. Even despite the recent pandemic, the demand for labor in the construction industry stayed strong. Between an increase in government projects and a constant demand for housing, there was a spike in construction jobs, and contractors relied on a workforce that could meet their needs.

"People are drawn to Hawaii from around the world. They want to experience our islands, and in many cases, live here," commented Ron Taketa, Executive Secretary Treasurer of the Hawaii Regional Council of Carpenters. "This creates a strong demand in the building and construction trades to meet the needs of a growing community, whether that be for improvements for hotels and resorts, or for new, residential construction."

The influx of visitors and residents alike perpetuates public projects including development of schools, healthcare facilities, condos, and general infrastructure. Hawaii's strategic position as a military hub also brings in a steady stream of military contracts, and other government initiatives – such as Hawaii's commitment to clean energy – have cemented the strength of such an important industry.

"What is so unique to our program is how closely apprentices are linked to their communities," said Aczon. "In Hawaii, traditional woodworking craftsmen dedicated their efforts to support family units and community. Today, we continue to cherish that value – the value of ohana – as a fundamental aspect of our apprenticeship."

"When you share a small island, you quickly realize how interconnected people and processes are," Aczon continued. "Everything relies on ohana: our apprentices know teamwork, working together to accomplish a goal, and having others to lean on is the key to success, and creates more than just a career – it paves the way to create a career that is fundamentally fulfilling."

To learn more about
Hawaiian history and the
labor movement, visit:



www.hawaii.edu/uhwo/clear/Pubs/Aupunih.html

¹ Beechert, E. D. (1993). *Aupuni i Lā'au: A History of Hawaii's Carpenters Union Local 745*. Retrieved March 16, 2022, from <http://www.hawaii.edu/uhwo/clear/Pubs/Aupunih.html>



Residential construction is important across all islands, helping create homes and grow local communities.



Apprentices work on state-projects to improve infrastructure.



Apprentices handle a wide range of projects needed in Hawaii.

The HCATF Difference: Our Kapolei Campuses

Training Coordinator Darrell Seto shares what it's like behind the scenes at our state-of-the-art Training Centers in Kapolei, highlighting how these cutting-edge facilities serve as Hawaii's campuses of carpentry, and are launching our programs into the realm of higher education.

The early bird gets the worm – and that's especially true in the trades. Normal workdays mean an early start, and it's no different at our HCATF Training Centers. As the primary, on-site Training Coordinator for our Kapolei locations, Darrell Seto is a jack-of-all-trades: from communicating with students and coordinating teachers, to supervising building repairs and ordering material, Seto keeps our facilities up-and-running, from dawn until dusk.

"I look forward to working with our apprentices each day. Communicating with them – especially around class updates – is a big part of that," says Seto. With the ever-changing rules and regulations around the coronavirus, student communication has been more important than ever.

"The pandemic has created a unique experience for us as a facility: we must be extremely flexible to meet the various requirements and changes made on a regular basis to

stay in compliance with state and federal requirements. At times, we get short notice that a particular class will need to be conducted on a web platform; other times a delicate process occurs so apprentice can meet in person safely for class."

All the juggling is worth it to achieve the primary goal at the Training Centers: to train and educate apprentices with the top skills in the trades using a hands-on approach. This immersive method is a more inclusive educational route, giving those who learn better by *doing* a better chance to succeed, rather than following an academics-only approach. The technical-instruction approach, coupled with real-world work experience, overlaps with traditional forms of higher education: both aim to prepare individuals for success in their careers.

For most colleges, this preparation take place at a central campus. HCATF's apprenticeship is no

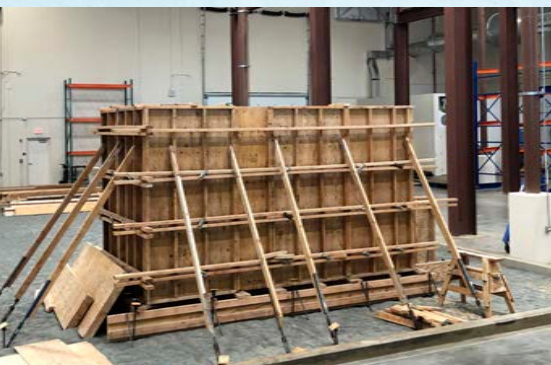
different. The Training Centers serve as the hub for traditional and applied education. The multi-million-dollar facilities are the most advanced of their kind in Hawaii, giving local apprentices a professional advantage by exposing them to the latest trade technologies and giving them a place to practice time-tested – and new – techniques.

While the workshops provide an outlet for technical training, both facilities also boast extensive classroom space, perfect for disseminating competency-based curricula. They also serve to host industry experts and other community leaders who come together to share valuable knowledge with the apprentice membership.

When coupled with a selective recruitment process, these factors have elevated HCATF programs to a new level. "People are beginning to understand that these trades involve so much more than just manual labor," stated HCATF



Training Coordinator Darrell Seto



Training Center 2090 houses an indoor sandpit, giving apprentices more ways to learn.



HCATF has two Training Centers, both located in Kapolei, and often referred to by their addresses 2040 and 2090. Pictured above is the outside of 2090, a 46,000 square-foot facility.

Executive Director Edmund Aczon. “The level of education and training involved makes these *professional careers* and helps shape each apprentice into a true industry expert and craftsman.”

While this concept is becoming more prominent in local discourse, part of the HCATF mission is to share its program opportunities with those who are in earlier stages of education, highlighting an alternate pathway through higher education. One way this is accomplished is by implementing the Career Connections program with local high schools. The curriculum teaches construction fundamentals, giving students a glimpse into an otherwise-unknown profession.

“I work with several high schools on Oahu as well as Kauai to make sure educators have what they need to implement Career

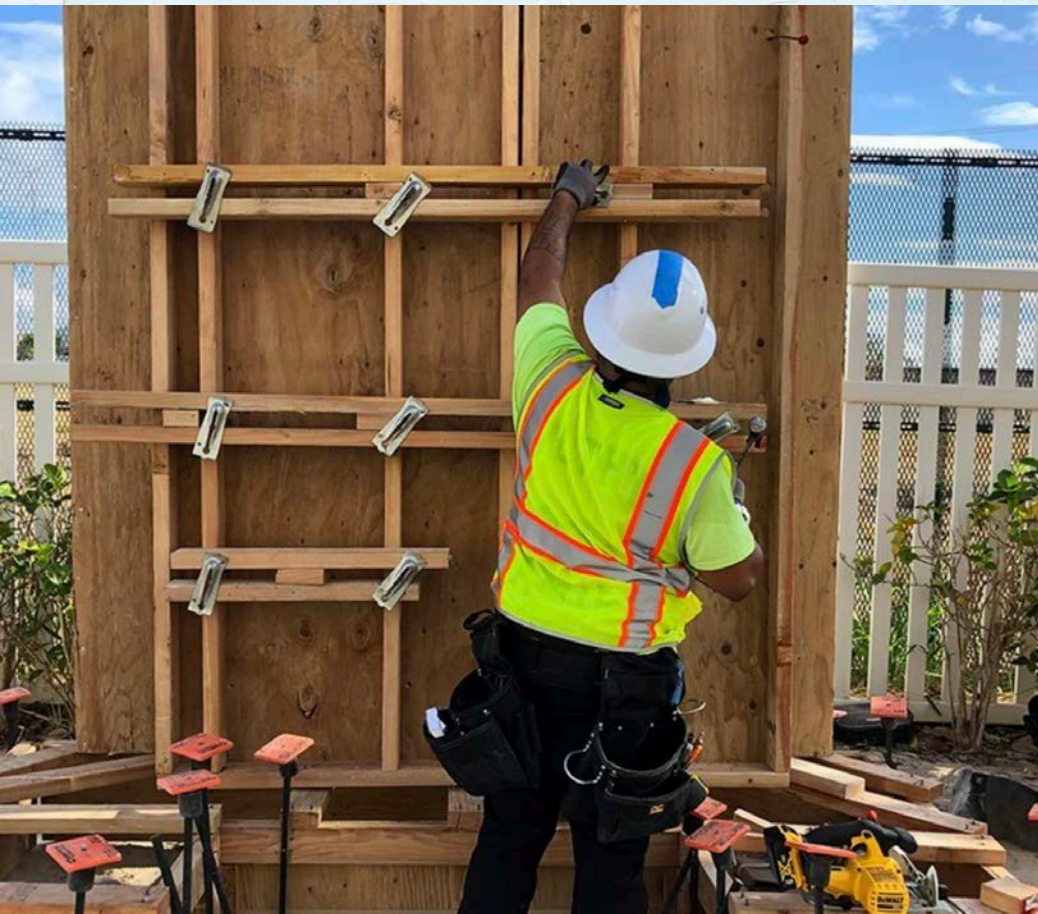
Connections in their programs,” stated Seto. “We also invite students and schools to tour our facilities and participate in various on-site events so they can see firsthand what we have to offer.”

In this way, Training Coordinators such as Seto are the driving force behind perpetuating local interest in the program and trades, but there’s even more that goes on behind the scenes. “At our facilities, we support the instructors with anything they need,” says Seto. “Whether it’s help with curriculum components or assistance acquiring equipment or material, we’re here for them.”

This broad level of support is key as instructors who come to the Training Centers are experienced in the trades and provide a direct line of real-world expertise and advice for apprentices. “One of the best things about our instructors

is that they share their insights from the field with our members,” says Seto. “Unlike in most higher education institutions, our instructors are actively working in the industry, not just doing research. In this way, they serve as both mentor and educator to those who are just starting out. The mentorship they provide helps keep apprentices at the top of their game.”

With uninhibited workspace, advanced technology, a carefully planned curriculum, and expert instructors, HCATF’s programs are the best of the best when it comes to education. “Ultimately,” says Seto, “our programs aren’t an alternative to higher education; they are an alternative *form* of higher education. Having our Training Centers allows us to centralize and showcase that, and truly sets us apart.”



Both 2040 and 2090 have indoor studio space where apprentices execute the hands-on portion of their education. 2040 also makes use of outdoor areas, further simulating life on-the-job.



The Training Centers house top technology for training, including a several welding booths.



Hands-on training is coupled with classroom learning to produce well-rounded apprentices.

HCATF HAPPENINGS

From Classes to Community

Internships in-the-Works

HCATF, in partnership with the Hawaii State Department of Education, is accepting applications for its Career Connections Pre-Apprenticeship Summer Internship Program. The 6-week paid experience helps expose high school students interested in construction to the building trades. Students who are 16 and older and have completed or are currently enrolled in a Building and Construction Skills Level 2 class are eligible to apply now through through March 25, 2022. Visit www.hicarpenterstraining.com/internships/ for more details.



Wahine Work Waimanalo

HCATF continues to connect with our local community! This March, females from our HCATF ohana joined forces with Habitat for Humanity's Oahu chapter to participate in their signature Wahine Build. The event brings together women volunteers to raise funds and work side-by-side to construct a house in Waimānalo for a local family. Our wahine shared their knowledge and expertise to guide sister volunteers on-the-job. Learn more at www.honoluluhabitat.org/wahine-build/.

Recruitment Wrap-Up

This year, Oahu Open Recruitment for carpenters and millwrights was held March 2nd through March 6th. Drywall Recruitment also began March 2nd, but remains open through the end of the month. Candidates who passed all standard requirements are undergoing their hands-on screening before officially being indentured to join the HCATF ranks. Find out more about what it takes to join at www.hicarpenterstraining.com/apply/.



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

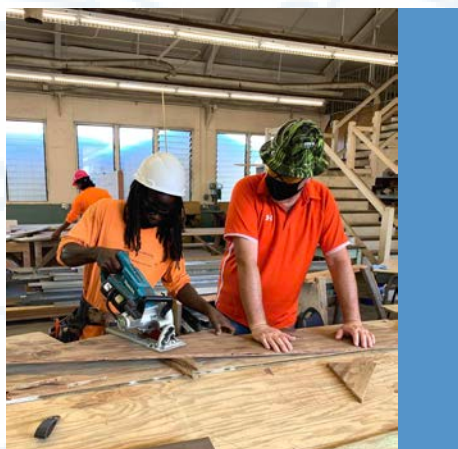
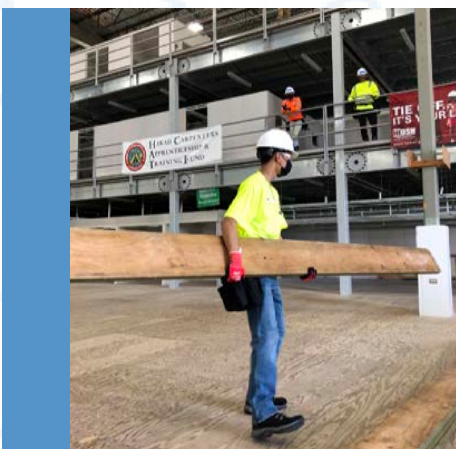
real-world work

Training is key, but so is real-world experience! Apprentices learn what it takes to be successful by working on active job sites. **#RealWorldExperience**



shakas & smiles

One of the best parts of the job? Working with like-minded individuals who feel like family, not just co-workers. **#Brotherhood**



practice makes perfect

Practicing in the classroom helps apprentices make safety and skills first nature at work. **#HandsOnTraining**

Journeyman Upgrade Courses 2022 Upcoming Schedule

2ND QUARTER

April, May & June Courses

[#hcatftraining](#) | [#upgradeyourskills](#)

HILO

COURSE	START
Forklift Certification	04/16
Aerial Lift	05/07
Fall Protection	05/07
OSHA 10	05/14
OSHA 30	05/14
Scaffolding	05/07
Total Station	05/07
Firestop	06/18
First Aid & CPR	06/11

OAHU

COURSE	START
Aerial Lift	04/23
Armstrong	04/09
Confined Space	04/02
Door Hardware	04/02
Fall Protection	04/02
Fall Protection	04/30
First Aid & CPR	04/14
Forklift Certification	04/09
Scaffolding	04/23
Silica Awareness	04/21
Solar Installer	04/02
Fall Protection - 24hr	05/07
First Aid & CPR	05/12
Forklift Certification	05/14
ICRA	05/10
OSHA 10	05/02
OSHA 30	05/02
Scaffolding	05/14
Silica Awareness	05/26
Total Station	05/07
Aerial Lift	05/21
Confined Space	06/04
Fall Protection	06/04
Firestop	06/18
First Aid & CPR	06/25
Forklift Certification	06/11
ICRA	06/04
OSHA 10	06/13
Scaffold Erector	06/18
Scaffolding	06/18
Silica Awareness	06/23
Aerial Lift	06/25
OSHA 30	06/13

KONA

COURSE	START
Door Hardware	04/02
Fall Protection	04/16
Forklift Certification	04/09
Silica Awareness	04/02
Solar Installer	04/02
Aerial Lift	06/18
Fall Protection	06/18
Firestop	06/18
ICRA	06/04
OSHA 30	06/18

MAUI

COURSE	START
Forklift Certification	04/02
First Aid & CPR	04/06
Fall Protection	04/16
Aerial Lift	04/23
Fall Protection	05/14
First Aid & CPR	05/04
Forklift Certification	05/07
Fall Protection	06/25
Firestop	06/18
First Aid & CPR	06/11
Forklift Certification	06/11
OSHA 10	06/13
OSHA 30	06/13
Scaffolding	06/18

KAUAI

COURSE	START
Aerial Lift	04/09
Armstrong	04/09
Confined Space	04/30
Fall Protection	04/23
Forklift Certification	05/21
OSHA 10	05/02
OSHA 30	05/02
Fall Protection	06/11
Firestop	06/18

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

carpenter's corner

MEET OUR 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 Maui's Training Coordinator Errol Kusunoki.



Training Coordinator
Errol Kusunoki

Aloha From Maui

Training Coordinator Errol Kusunoki is HCATF's apprentice expert for the islands of Molokai, Lanai, and Maui. A native of Kahului, Maui Kusunoki joined Local 745 in 1999, eager to help build the community around him - literally.

His drive to shape the world around him for the better has kept him connected to carpentry over the years. Today, he continues to support his community through work with the apprenticeship. "My favorite thing about the job is building relationships, and being able to see all the completed projects I was a part of," says Kusunoki.

To be successful in the trades, Kusunoki advises apprentices to show up with a good attitude, be consistent with attendance, and perform to the best of their abilities each and every day.

TAKE NOTE



DRYWALL RECRUITMENT

Did you know? Drywall Open Recruitment for drywall is still open! Don't miss your chance to start a fulfilling career. Apply online through March 31, 2022 at www.hicarpenterstraining.com/apply.

MAUI WORK AVAILABLE!

Job opportunities are currently available on Maui. If you know someone who would make an excellent apprentice, have them contact Training Coordinator Errol Kusunoki for details about how to apply to the program.

CONNECT WITH HCATF

Stay in the loop with HCATF news and alerts: add HCATF email addresses to your safe sender list, enable push notifications from our mobile app on your phone, and follow our social media accounts at [@hcatfhawaii](https://twitter.com/hcatfhawaii)



TRADE TIP

SAVE FOR A RAINY DAY - AUTOMATICALLY

Trade-work pays well, but always be prepared for when things slow down. Save money without thinking about it: set up your bank account to automatically transfer funds from your checking account into a savings account every month.

SAVE THE DATE

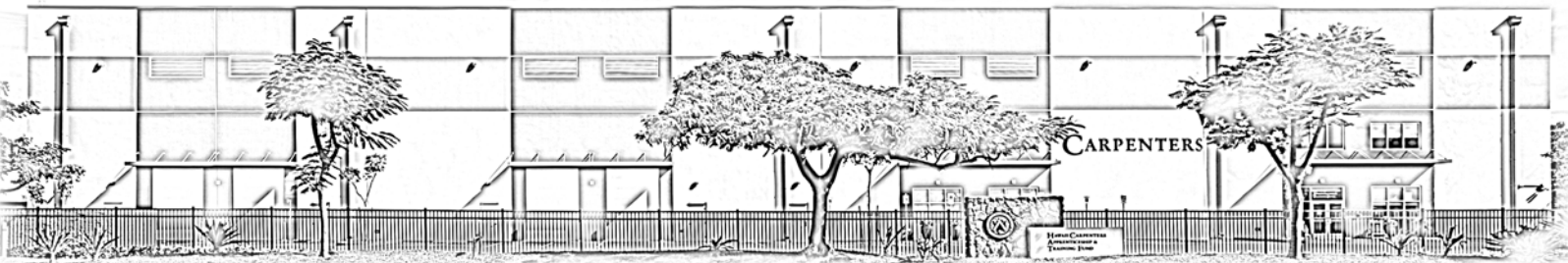
HCATF 2022

Journeyworker Recognition Ceremony

10 AM Saturday, June 4, 2022

Our annual Recognition Ceremony is just around the corner!

We're looking forward to celebrating our latest cohort of journeymen in person on June 4, 2022. If you completed the program in 2021, mark your calendars, and remember to send a headshot of yourself (dressed nicely with no mask) to lvilla@h Carpenterstraining.com by Friday, April 15th 2022.



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.

MAUI | LANAI | MOLOKAI

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