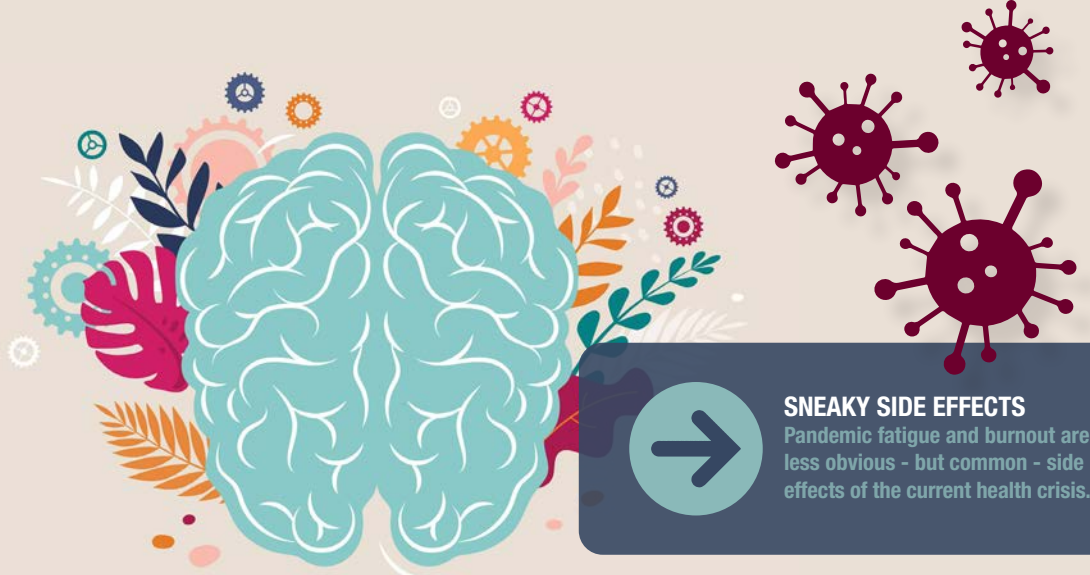


News from the
Hawaii Carpenters
Apprenticeship &
Training Fund



SNEAKY SIDE EFFECTS
Pandemic fatigue and burnout are less obvious - but common - side effects of the current health crisis.



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haumana



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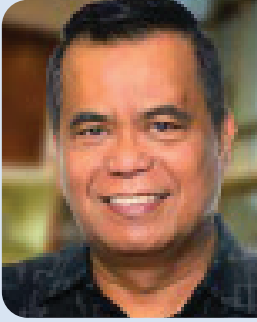
Managing Mental Health

Hawaii's Resources in the Times of Corona

A full year has gone by since our lives were upended by the coronavirus pandemic. By now, we've all been well-versed to look out for the physical signs of covid; telltale symptoms such as fever and fatigue are easy to detect. Yet the pandemic as a whole has carried more covert effects somewhat harder to recognize, impacting our individual and collective mental health.

While many within our community have been fortunate enough to avoid the virus itself, the pandemic's effect on mental health has been virtually unavoidable. Whether creating worry around employment or finances or causing difficulties in family and relationships due to social isolation, the impact has stressful at best. Many experts predict the resulting mental health repercussions will last long after the virus is under control.

In anticipation of these effects, many of which are still unknown, Hawai'i's Department of Health launched a new program offering expanded counseling and other services to help residents experiencing anxiety, →



Edmund C. Aczon
Executive Director

*Hawaii Carpenters
Apprenticeship
& Training Fund*

Message from the Director

2021 is well underway, with much to look forward to in the months ahead. Between recognizing our apprentices who became our newest journeymen and the grand opening of our new training center slated for early summer, we have much to celebrate. Perhaps most exciting of all is the prospect of a successful rollout of vaccinations in Hawaii, allowing us to return some level of normalcy to our day-to-day lives.

Even with the prospect of a safe-from-covid community on the horizon, we will undoubtedly continue to operate with some long-term pandemic policies moving forward. The past year has taught us how to better adopt the use of technology in the office and classroom, a practice with tremendous benefits that is here to stay. We'll continue to shift to more accessible platforms, including the launch of our mobile app - details forthcoming in the next edition of this newsletter.

Due to the novel concept of pandemic fatigue, we also expect to see long-term effect of the last year on mental health as we cope with continued challenges, the effects of isolation, and even loss. However, there is hope that a more open dialogue is taking place around mental health, especially in Hawaii, with new resources available to address this important issue. Whether you, a family member or friend are struggling or simply need someone to talk to, channels are available to help, as noted in our feature article, "Managing Mental Health."

As the year continues to unfold, we look forward to improving the HCATF program on all levels, allowing each and every one of our members to find balance and fulfillment in the careers they love. We will keep doing our part to keep our community safe, and are optimistic for all that the future holds.

With much aloha,
Edmund C. Aczon
Executive Director

Managing Mental Health *Continued*

depression, panic or general overwhelm. The initiative, known as the "Kū Makani - The Hawai'i Resiliency Project," offers crisis counseling, virtual events, and island-specific resources and referrals for those struggling with emotional fallout related to the pandemic.

"It is normal to experience difficulty with adapting to the new challenges of managing work, school, family, or home due to COVID-19, to feel isolated or anxious, or to worry about meeting basic needs like having enough food or access to healthcare," says Kathleen Merriam, Team Leader for Kū Makani. "If you or someone you love needs support, don't be afraid to reach out."

Trained crisis counselors are located on each major island, including staff bilingual in Ilokano, Spanish, Hawaiian, Tongan, Vietnamese, Mandarin, Japanese, Palauan, and Samoan. Residents can access "Kū Makani" by calling Hawai'i CARES 1-800-753-6879 and selecting option #1 from 4:00 p.m. to 9:00 p.m. Monday through Friday and state holidays, and 9:00 a.m. to 9:00 p.m. on Saturday and Sunday. Services are available for children, teenagers, and adults.

The Kū Makani program was made possible through a partnership with CARE Hawaii, Inc. and funded by a \$2 million federal government grant from the Federal Emergency Management Agency (FEMA) and the Substance Abuse and Mental Health Services Administration (SAMHSA).

**To learn more about Kū
Makani resources visit
www.kumakani.org**



To reach a trained Kū Makani counselor, call the Hawai'i CARES hotline according to your island:

<p>OAHU</p> <p>(808) 832-3100</p>	<p>NEIGHBOR ISLANDS</p> <p>1 (800) 753-6879</p>
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KŪ MAKANI CRISIS COUNSELING HOURS

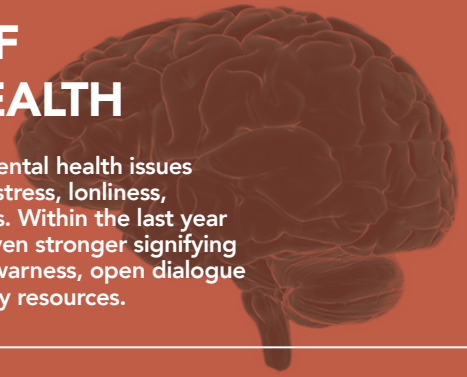
4:00 PM - 9:00 PM. Monday - Friday

9:00 AM - 9:00 PM Saturday & Sunday

For general crisis support services not specific to the COVID-19 pandemic, including mental health resources, substance use treatment services, or help with isolation and quarantine, call Hawai'i CARES 24 hours a day, 7 days per week at **1(800) 753-6879** or text 'ALOHA' to **741741**.

Kū Makani is named for the Hawaiian plant 'a'ali'i kū makani - shown here - which grows well in strong winds, reflecting a spirit of resilience in challenging circumstances.

THE RISE OF MENTAL HEALTH



Before the pandemic, mental health issues were on the rise due to stress, loneliness, burnout and social issues. Within the last year the focus has become even stronger signifying a cultural shift toward awareness, open dialogue and increased community resources.

Adapting to a New World

Since the pandemic, uncertainty, insecurity and social isolation have led to an increase in mental health self-awareness, shifting the focus to a more positive outlook.

- 46%** Have been feeling worried
- 45%** Have noticed that their mood is up and down all the time
- 42%** Are more worried about their finances than the virus
- 40%** Have struggled to maintain relationships with people



Are more aware of their mental health since the start of the pandemic



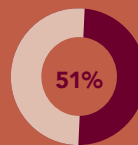
Believe brands should be more vocal in supporting current global issues such as mental health

POSITIVE OUTCOMES OF THE PANDEMIC

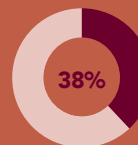
- 70%** are more aware of what is important in our society
- 68%** are spending more time reflecting about what's important in their lives
- 62%** are taking steps to make big positive changes in their lives

Digital Distractions

Pandemic fatigue, burnout culture and the toxic effects of digital and social media are having an impact on mental health more than ever before. Many are trying to escape the addictive and harmful nature of the online world, but paradoxically have also turned to digital devices in an attempt to connect with others and improve their mental wellbeing.



Believe media platforms should provide more spaces for mental health



Reported recently starting mindfulness activities

- 46%** Have an increasing desire to slow down their life
- 45%** Don't always want people to be able to contact them
- 42%** Are struggling to focus on everyday tasks
- 40%** Have limited their time on media because they don't want to read any more negative news

Digital Mindfulness

- 53%** are deliberately choosing media content to help them relax and de-stress
- 34%** say media has helped them escape the reality of the pandemic
- 27%** have been using mental health apps since the pandemic

Internships Jump-Start Construction Careers for Hawaii Students

By Susan Essoyan
Honolulu Star-Advertiser

Pictured Right: Thanks to a pre-apprentice program at Waipahu High School, Genesis Nakagawa now works as a carpenter apprentice at Hawaiian Dredging. Nakagawa sharpened his skills at the Hawaii Carpenters and Drywall Training Fund Center in Kapolei.



Star-Advertiser photo by Jamm Aquino

The coronavirus pandemic has thrown off job prospects for many teenagers, but Hawaii's construction industry is still buzzing along and seeking students for paid summer internships at job sites.

The Career Connections program in the building trades has mushroomed to 26 public high schools on six islands since it started at Kahuku, McKinley and Waianae in 2019. The Department of Education partnered with the Hawaii Carpenters Apprenticeship and Training Fund to create it.

Juniors and seniors who have completed certain courses in the construction curriculum at those 26 high schools are eligible to apply for seven-week summer internships paying \$15 an hour — and the deadline is Friday.

"We love this program: It opens doors for the students," said Brandy Yagi, assistant principal at Waipahu High, who oversees the school's Academy of Industrial & Engineering and Technology. "Some students really want to go to that four-year university; others want to go straight into industry. This internship program is an awesome opportunity and option for them."

Given its growth, the program is also signing up more employers through April to host students at their work sites. Contractors must be signatories to the union's master contract.

Students spend a week at the Hawaii Carpenters and Drywall Training Fund Center in Kapolei, learning construction site safety and other basics, before heading to their job sites. There they shadow and learn from seasoned carpenters, drywallers and millwrights, who work with precision machinery.

Genesis Nakagawa, 18, graduated from Waipahu High in May and completed the summer internship with Hawaiian Dredging and Construction Co. last summer. He was hired right afterward as a carpenter's apprentice, and is now making \$20.20 an hour on a high-rise project, Ko'ula at Ward Village.

"I like to work hands-on," said Nakagawa, the first in his family to go into construction. "It's hard work, heavy duty."

The steady paycheck as well as his new skills have come in handy at home.

"Every six months we get one pay raise," Nakagawa said. "I like to help my mom-them pay the bills. And I'm doing the flooring at home, remodeling the house."

A journeyman carpenter, after four years as an apprentice, earns \$50.50 an hour.

Edmund Aczon, executive director of the Carpenters Apprenticeship and Training Fund, sees the Career Connections internship program as a great way to recruit new talent into a thriving industry.

"The goal is to have these kids in high school learn about the trades and give them actual on-the-job experience," he said. "By doing that, we are hoping that we are going to have a better retention rate for apprentices."

Neri Blas, a supervisor at Hawaiian Dredging, praised Nakagawa's work ethic and skills, and predicts a bright future for him in the industry.

"The kid works hard and catches on quickly," Blas said. "His attendance is unreal."

"I've been with Hawaiian Dredging for 30-some-odd years," Blas said. "I've seen apprentices come and go within a day or two days — they just couldn't handle it."

"It's not easy work," he added. "The way we work with these kids, safety is first. And there is a demand for a lot of math."

Along with Hawaiian Dredging, graduates of the program have gone on to jobs at companies such as Coastal Construction, BrandSafway Services, Group Builders Inc., and Nan Inc.

Sponsors of the program include the Chamber of Commerce Hawaii, state Department of Labor and Industrial Relations, Harold K.L. Castle Foundation, Hawaii Regional Council of Carpenters and Pacific Resources Partnership.

This article was originally published by the Honolulu Star Advertiser on March 2, 2021. View it online at <https://bit.ly/3cKZGQX>. Reprinted with permission.

5 Benefits of Technology in the Classroom

There's nothing like a crisis to make the impossible possible. When the coronavirus outbreak led to widespread shutdowns and stay-at-home orders in March, we were forced to adapt to - and rely on - technology, including working from home and implementing online learning. While some in-person classes have resumed (and are in fact necessary for hands-on training), distance learning is here to stay, thanks to the massive benefits it has on both the teaching and learning experience. Here are just a few of them:

01.

Student Engagement



Classroom technology gives individuals more opportunity to actively engage with learning material, making lessons more interesting and enjoyable. For example, videos are a great way to present complex concepts, and interactive activities can make tasks such as memorizing math formulas or vocabulary more appealing.

02.

Personalized Learning



Students can work through material at their own pace and according to their own needs. This self-paced approach to learning can also free up time for teachers, allowing them to provide one-on-one attention to individuals that may need more help on a particular subject.

03.

Improved Collaboration



Technology in the classroom opens up new options for student collaboration. For example, video conferencing and messaging software allow students to share and discuss ideas and interact with their instructors, while instant internet access means they can embark upon separate streams of research before bringing their findings back to the group for discussion.

04.

Preparation for the Digital World



Digital literacy will soon be an absolute prerequisite for getting along in the real world- even today, most jobs involve at least some digital component. Classroom technology can help reinforce the digital skills students need to succeed in the real world, including practicing proper online etiquette, learning how to distinguish good sources from bad ones, and more.

05.

Better Accessibility



There are a range of software and devices designed to facilitate the education of students with special accessibility requirements or learning disabilities. A few examples of these types of tools include electronic worksheets, phonetic spelling software, and talking calculators.

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

hands-on action

Apprentices get hands-on action at the Training Center to prepare for real-world work. #appliedskills



neighbor islands

Shoutout out to our hard working apprentices on Hawaii Island! #community



masking up

We're still doing the most to keep our community safe. Thanks for always remembering to #wearamask

Journeyman Upgrade Courses

Upcoming Schedule

2ND QUARTER

April, May & June Courses

#hcatftraining | #upgradeyourskills

HILO

COURSE	START
Aerial Lift.....	05/08
Fall Protection.....	05/08
Firestop.....	06/19
First Aid & CPR.....	06/12
Forklift Certification.....	04/17
OSHA 10.....	05/15
OSHA 30.....	05/15
Scaffold Erector.....	03/13
Scaffolding.....	05/08
Total Station.....	05/08

OAHU

COURSE	START
Aerial Lift.....	04/24
Aerial Lift.....	05/22
Aerial Lift.....	06/26
Armstrong.....	04/10
AutoCAD.....	03/29
Basic Computer.....	03/29
Confined Space.....	04/03
Door Hardware.....	04/03
Fall Protection.....	04/03
Fall Protection.....	05/01
Fall Protection.....	06/05
Fall Protection - 24hr.....	05/08
Firestop.....	06/19
First Aid & CPR.....	04/17
First Aid & CPR.....	05/15
First Aid & CPR.....	06/26
Forklift Certification.....	04/10
Forklift Certification.....	05/15
Forklift Certification.....	06/12
ICRA.....	05/11
ICRA.....	06/05
OSHA 10.....	05/03
OSHA 10.....	06/14
OSHA 30.....	05/03
Scaffold Erector.....	03/13
Scaffold Erector.....	03/29
Scaffold Erector.....	06/19
Scaffolding.....	04/24
Scaffolding.....	05/15
Scaffolding.....	06/19
Silica Awareness.....	04/22
Silica Awareness.....	05/27
Silica Awareness.....	06/24
Solar Installer.....	04/03
Total Station.....	05/08
Welding.....	03/11

KONA

COURSE	START
Aerial Lift.....	06/19
Door Hardware.....	04/03
Fall Protection.....	04/17
Fall Protection.....	06/19
Firestop.....	06/19
Forklift Certification.....	04/10
ICRA.....	06/05
OSHA 10.....	06/19
OSHA 30.....	06/19
Silica Awareness.....	04/03
Solar Installer.....	04/03

KAUAI

COURSE	START
Aerial Lift.....	04/10
Armstrong.....	04/10
AutoCAD.....	03/29
Basic Computer.....	03/29
Confined Space.....	05/01
Fall Protection.....	04/24
Fall Protection.....	06/12
Firestop.....	06/19
Forklift Certification.....	05/22
OSHA 10.....	05/03
OSHA 30.....	05/03

MAUI

COURSE	START
Aerial Lift.....	04/24
Fall Protection.....	04/17
Fall Protection.....	05/15
Fall Protection.....	06/26
Firestop.....	06/19
First Aid & CPR.....	04/10
First Aid & CPR.....	05/08
First Aid & CPR.....	06/12
Forklift Certification.....	04/03
Forklift Certification.....	05/08
Forklift Certification.....	06/12
OSHA 10.....	06/14
OSHA 30.....	06/14
Scaffold Erector.....	03/13
Scaffolding.....	06/19

Our social-distancing efforts related to the coronavirus continue. We are still temporarily accepting remote registrations for upgrade courses. Visit hcarpenterstraining.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@hcarpenterstraining.com if you have any questions or concerns.

carpenter's corner

OAHU OPEN RECRUITMENT ATTRACTS NEW RECRUITS

Oahu Open Recruitment for Spring of 2021 wrapped this month! The recruitment period took place March 1-7 following our online application process. We received 240 carpenter applications, screened 33 drywall applicants, and reviewed 12 applications for our new millwright program. Stay tuned for full details in our next edition.

ICRA CLASS PREPS MEMBERS TO PERFORM SAFELY

This February, we successfully held our 24-hour Infection Control Risk Assessment Certification Course using a combination of remote and hands-on learning. Our next session will take place May 11-13. To register, contact Paul Tamayo by Friday, April 30, 2021 at (808) 848-0794 extension 182 or ptamayo@hicarpenterstraining.com.

TAKE NOTE



WOMEN IN CONSTRUCTION

March is Women in Construction month! Females bring diversity and strength to the industry. We're proud of all our hardworking female apprentices. Check them out on our Instagram!

TRAINING CENTER CEREMONY

Our new state-of-the-art training center will open this summer! We're planning a simple ceremony to celebrate the launch. Stay tuned for details.

COMING SOON!

Have you heard? We're launching the HCATF Mobile App to improve your program experience! Check out the initial version in the app store and stay tuned for more info.



TRADE TIP

CHALK LINE CHALLENGES

Chalk lines are used to create straight lines across large surfaces, but it's not always easy to see the mark, especially if you're working in the sun. To get a long chalk line to show up well, push down in the middle and snap each half of the line separately. When you're done, bang your reel into the palm of your hand to get fresh chalk on the line.



SAVE THE DATE

Spring is just around the corner! We're looking forward to celebrating our latest cohort of journeymen on **June 1, 2021**, if permitted under state-wide policies regarding social gatherings and Hawaii's tiered reopening system. We will continue to monitor the situation closely and will make a final decision in compliance with all state regulations and the climate of the pandemic.

REMINDER: if you completed the program in 2020, please send a portrait/headshot photo of yourself (dressed nicely with no mask) to lvilla@hicarpenstraining.com by 05/01/21.

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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Share your stories with us! Tag us with #HCATFHAWAII