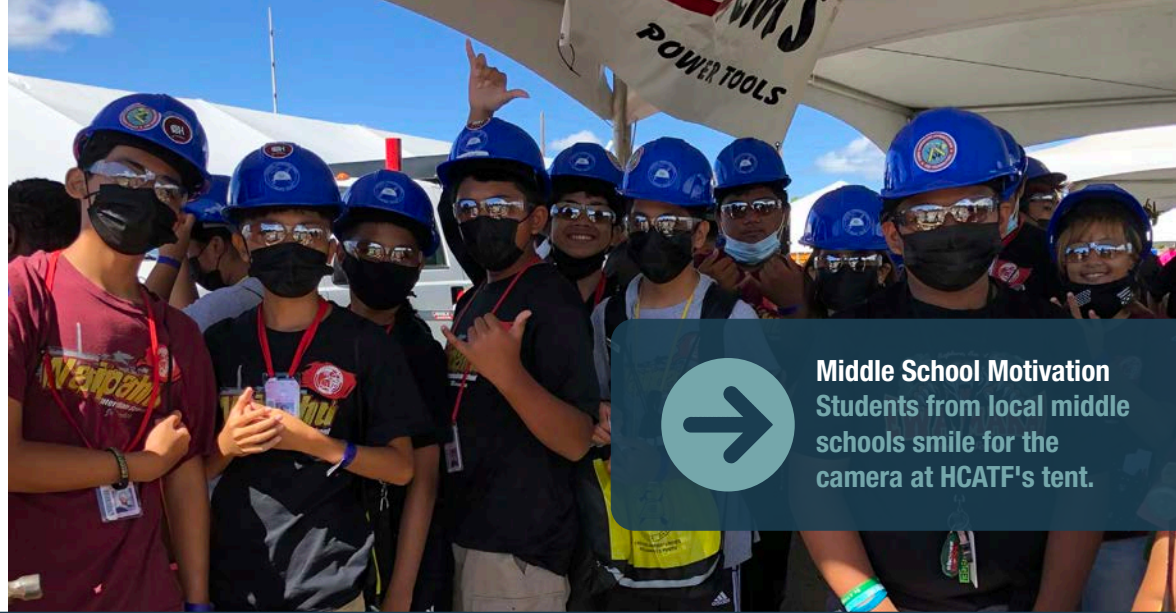


News from the Hawaii Carpenters Apprenticeship & Training Fund



Middle School Motivation
Students from local middle schools smile for the camera at HCATF's tent.



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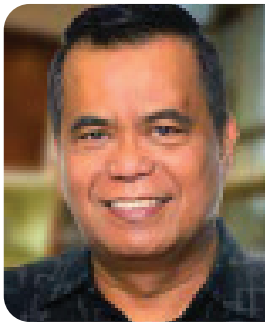
HCATF Connects with Local Students to Showcase Debt-Free Career Opportunities

Each year, the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) has the opportunity to reach new recruits at Hawaii Construction Career Days events. The main purpose is to provide Hawaii's youth with an insight into available career opportunities in the multi-faceted construction industry.

This year, the Hawaii Construction Career Days on Oahu was held at Aloha Stadium in Salt Lake from September 29 - 30. HCATF attended as a Gold Sponsor and hosted a two tents: one where students learned about apprenticeship, career opportunities, and Career Connections programs; and another where they participated in exciting, hands-on trade-related competitions. Various high schools and middle schools were represented with students from all grade levels in attendance.

During the event, HCATF Training Coordinators and instructors were able to speak with students about opportunities in the program. They also connected with high school educators to inform them about the Career Connections program and





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.” These words spoken by Malcolm X embody HCATF’s mission to train the next generation of carpenters, drywall and millwright workers in Hawaii which we accomplish by recruiting untrained candidates, almost all of whom are recent high school graduates or new career seekers.

Recruiting candidates directly from high school - through events such as our Career Connections programs, Construction Career Days, and more - allows us to access top-tier talent that is ready to train, while providing a financially beneficial alternative to four year institutions of traditional higher education. Apprenticeship and the trades may not fall within the standard definition of higher education, but they are on par in that they are an experience for growth, development and skill acquisition. Our model of pairing real-world, hands-on training with traditional classroom learning produces well-rounded trades-workers who have the competitive edge they need to enjoy fulfilling and meaningful careers.

While we provide effective training that emphasizes continuous growth and learning over the course of a career span through journeymen upgrade courses, we also prepare recruits to serve as key members of the construction industry. Upon completion of the program, apprentices contribute to our island economy and the progress of our state and nation. They are prepared to succeed in good jobs, provide employers with a skilled workforce, and build more prosperous communities throughout Hawaii.

At HCATF, our commitment to provide effective, inclusive and accessible training remains strong. We are excited to continue to grow our programs, become more involved with our communities, and serve as a sustainable, alternative education and career pathway. Mahalo to all those who have helped support our development as we continue to provide these learning opportunities.

With much aloha,
Edmund C. Aczon
Executive Director

Hawaii Construction Career Days *Continued*

curriculum and how those courses prepare students to fast-track into becoming a carpenter, drywall or millwright apprentice.

According to Training Coordinator April Acquavella, “The key takeaway is that college isn’t the only path to a successful career. Apprenticeship through HCATF offers top-level training, expert mentorship, good pay and great benefits.”

HCATF Executive Director Edmund Aczon commented, “HCATF apprenticeship teaches you a variety of hands-on skills to master your craft and provides opportunity for advancement. Our graduates go on to become

job site leads, forepersons and superintendents, or even become contractors themselves. They can also use their journeyworker certificates to earn an Associate’s degree.” HCATF will also attend Construction Career Days on Kauai on November 3rd, 2022.

Hawaii Construction Career Days (HICCD) is a nonprofit organization to provide high school students grade 9-12 with an insight into career opportunities available in the multi-faceted construction industry. This event is sponsored in part by the Hawaii Department of Transportation, trade and labor organizations, private construction companies, corporate sponsors and many more.



Middle school students from Ewa Makai reviewed basic blueprints with Training Coordinator Darrell Seto before moving on to hands-on activities.



Training Coordinators April Acquavella and Errol Kusunoki were all smiles as they discussed Career Connections with attending students.



Mahalo to Our Supporters! Thank you to PRP for lending a tent for HCATF's competition area and Slim's Power Tools for donating toolkits as prizes.

Apprenticeship vs College & Universities*

PAY	Training is free and you earn wages and benefits throughout your courses	The average cost of tuition at any 4-year institution is \$28,775 per year
DEBT	Beginner apprentices can earn up to \$43,264 per year during training	65% of today's college students graduate with student debt
COST	Apprentices typically pay just a few hundred dollars for books, class materials, and tools	4-year institution attendees borrow an average of \$35,943 to attain a bachelor's degree
CLASS	Most apprentice education is on-the-job training, supplemented with class and workshop courses	College students taking a standard 15-credit course load for 2 semesters spend 480 hours per year in the classroom
TIME	On average, dedicated union apprentices achieve journeyworker status in 4 years	Less than 1/3 of college students earn a bachelor's degree in four years

The Bottom Line

After 6 years, the average apprenticeship graduate has not only received a debt-free career education but has earned over \$200,000 learning on-the-job. After 6 years in college, the average bachelor's degree recipient has paid over \$170,000 in tuition and is tens of thousands of dollars in debt.

*Sources: www.educationdata.org "The Four Year Myth" | www.indeed.com | www.salary.com

Career Advantages | Apprentices Earn:



Competitive wages
& lifelong benefits



A Journeyworker's
Certificate*



Respect in
a thriving industry



The opportunity to
build Hawaii

* Your Journeyworker's Certificate can be converted into college credit. Then, with an additional 15 credit hours you can earn your Associate's degree.

The Importance of Apprenticeship

Career Advantages for Apprentices

Training Coordinator Mereane Hamatake provides insight on how apprenticeships pave the way for education opportunities, all while helping members pay their bills and build their changing community at the same time.



Training Coordinator
Mereane Hamatake

Apprenticeships are educational experiences that pave the way for great careers and open the doors to traditional higher education pathways. In many apprenticeship programs - including ours - apprentices can earn college credit for their coursework and on-the-job training. This can lead to an Associate's degree and may also contribute to a bachelor's or master's degree.

Case in point: Honolulu Community College's AAS Applied Trades Degree (which is also offered to carpenters on Hawaii Island and other neighbor islands via online learning), allows those enrolled in our apprenticeship to use credits from time spent on the job and apprenticeship classes to obtain an associate's degree or technical certificate.

HCATF gives apprentices the opportunity to further their education while making good money, without experiencing the hardship of acquiring large student loans that often lead to debt.

As a result, we are preparing young adults to be set up for success financially, helping them into careers that support their families,

and ensuring they can make a living and afford a comfortable lifestyle in a state that is fairly expensive.

Apprenticeships are able to deliver on these promises through partnerships with their local unions. In Hawaii, the Hawaii Regional Council of Carpenters is responsible for providing apprentices and journeymen a fair wage and benefits that are negotiated with signatory contractors and employers. These are examined often to ensure workers earn a livable wage in comparison to the economic standard of living.

Just as the standard of living has changed with time, so has Hawaii. Technology has streamlined jobs, and in some cases, eliminated them. However, some jobs are here to stay, and this is where accredited apprenticeship programs like ours carry value.

Homes will always need to be built, renovated, and updated; so will buildings, schools, hospitals and more. There is no doubt that physical bodies and skilled labor will be required to keep up: builders, trade workers, engineers and contractors and the craftsmanship they bring to the job cannot be

replaced by computers.

At the same time, evolving technologies have also brought innovation and created jobs in our state. For example, as Hawaii embraces clean energy initiatives, we are prepared to train our apprentices and journeymen in the latest building and construction technology required for those jobs. We also provide pathways such as our millwright program which educates the next generation of tradesmen and women to handle complex machinery that continues to evolve with technology.

The unique, finely-honed set of skills our apprentices acquire through on-the-job and classroom training truly are advantageous: they open doors to education and lifelong learning, they provide financial stability and freedom, and they contribute to economic growth and building our islands in a world that is fast-tracked for the future. We are so proud to help shape these strong men and women as they become productive members and leaders in our communities.

Tips & Tricks for Smooth Sailing through Your Apprenticeship

HCATF admin experts Janet Moromisato and LeeAnn Villa provide insight on how apprentices can succeed with the technical aspects of apprenticeship.



COMMUNICATE

We cannot reiterate this enough. Most cancellations can be avoided if the apprentice keeps our office informed about their circumstances that may prevent them from staying in compliance. A Training Coordinator can advise the best route you should take to stay on track with the program. Part of keeping this line of communication open is making sure your contact information (phone number, mailing address, email address) is always current, so we can reach out to you if we see that you're falling behind on anything, whether it be dues, DPRs, or class registration.

Daily Progress Records (DPRs) and union dues need to be submitted monthly. It's easy to forget about submitting DPRs, especially if you have 0 hours to report, so set up a reminder on your phone if you need to. Authorization of automatic contributions from your contractor makes keeping up with dues simple, but make it a habit to check if you're up to date. Keep in mind that school registration is twice a year, usually in July and December. Check the HCATF website or call our office to stay informed of registration periods.



SET REMINDERS



HEALTH REQUIREMENTS

If you haven't already, submit your completed health clearance form to your designated college as soon as possible. You may need to make an appointment with your healthcare provider well in advance to have them fill out and sign the form. Do not wait until the last minute because the college needs time to review your form and clear you to register for classes.

Change of Address Form
www.bit.ly/3xX64QC

DPRs & The Mobile App
www.bit.ly/3dPVMLq

Health Requirements
www.bit.ly/3dOiOIP

Stay on top of your game!

Learn more about Janet and LeeAnn's tips with these resources:

HCATF HAPPENINGS

Classroom & Community

Getting Outdoors on Oahu

Oahu's Fall Open Recruitment took place earlier this month. Applicants that made the first cut put their skills to the test during their three-day pre-selection screening at our Training Centers in Kapolei. Candidates learned basic skills and practiced proper technique while demonstrating their abilities to communicate and work with others.



Layout on Lanai

HCATF is proud to operate across all islands - that includes Lanai! Apprentices work together to transfer building plans into reality during class. Experience in layout, fabrication, assembly, and installation of structures ensures these apprentices are prepared to be the top-in-the-trade out in the field.

Midair on Maui

Scaffolding provides support to a buildings' original structure and acts as a platform for crew to perform construction work in heights or areas they could not otherwise access. Apprentices on Maui learn the essentials during class to take their education and skills to new heights.



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

hana hangout

Pre-apprentices from Maui's Hana cohort were visited by HCATF Executive Director Edmund Aczon as they worked together to **#GetTheJobDone**



hands on + hats on

Part of hands-on training includes learning safety protocols like wearing hardhats and safety glasses. **#OSHASafe**



female strong

HCATF women pose with HRCC's Ron Taketa while visiting international headquarters in Las Vegas for a conference. **#seizetheopportunity**

Journeymen Upgrade Courses 2022 Upcoming Schedule

4TH QUARTER

 October, November & December Courses
 #hcattraining | #upgradeyourskills

MAUI

COURSE	START
Aerial Lift	10/08
Fall Protection	10/22
Firestop	10/01
First Aid & CPR	10/08
Forklift Certification	10/01
OSHA 10	10/18
OSHA 30	10/18
Scaffold Erector	10/15
Scaffolding	10/22
Solar Installer	10/01
First Aid & CPR	11/05
Forklift Certification	11/05
Firestop	12/10

OAHU

COURSE	START
Aerial Lift	10/15
Armstrong	10/01
AutoCAD	10/04
Basic Computer	10/04
Door Hardware	10/08
Confined Space	10/08
Fall Protection	10/01
Firestop	10/01
First Aid & CPR	10/22
Forklift Certification	10/08
ICRA	10/29
OSHA 10	10/03
Scaffold Erector	10/10
Scaffold Erector	10/15
Scaffolding	10/15
Silica Awareness	10/20
Solar Installer	10/01
Welding	10/06
Aerial Lift	11/19
Fall Protection	11/05
Fall Protection - 24hr	11/05
First Aid & CPR	11/12
Forklift Certification	11/05
OSHA 10	11/01
OSHA 30	11/01
Scaffolding	11/12
Silica Awareness	11/17
Aerial Lift	12/17
Fall Protection	12/10
Firestop	12/10
First Aid & CPR	12/10
Forklift Certification	12/17
ICRA	12/06
OSHA 10	12/05
Scaffold Erector	12/12
Scaffolding	12/17
Silica Awareness	12/15
Total Station	12/10

KAUAI

COURSE	START
Armstrong	10/01
AutoCAD	10/04
Basic Computer	10/04
Door Hardware	10/08
Fall Protection	10/15
Silica Awareness	10/01
Aerial Lift	11/12
Forklift Certification	11/05
OSHA 10	11/01
OSHA 30	11/01
Fall Protection	12/03
Firestop	12/10
First Aid & CPR	12/03
Total Station	12/10

KONA

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

HILO

COURSE	START
Aerial Lift	10/15
Firestop	10/01
First Aid & CPR	10/15
Confined Space	11/12
Fall Protection	11/12
OSHA 10	11/05
OSHA 30	11/05
Firestop	12/10
Forklift Certification	12/17
ICRA	12/03

Our social-distancing efforts related to the coronavirus continue. We are still accepting remote registrations for upgrade courses. Visit www.hicarpentertraining.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@hicarpentertraining.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 April Acquavella.

Aloha From Oahu

Born and raised on Oahu, April Acquavella spent 20 years in graphic design and marketing before she decided to find a new outlet for her creativity. She made the switch thanks to a home renovation project. "A few years ago we were renovating the kitchen in our house while living in Virginia and though we hired workers to do the remodeling, I found the construction aspect really interesting," April said. "At the time I was looking for another industry that was focused on the design side, and I decided I wanted to learn carpentry as a background for whatever industry I choose."

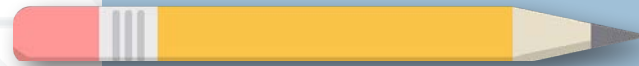
April followed through on her new goal, and completed the Carpentry Technology Program at Honolulu Community College in 2016. After obtaining her degree, she worked operating a 5-axis CNC machine during the day and taught blueprint reading to Union apprentices at Honolulu Community College on Saturdays. Her experience led her to HCATF, where she spearheads multiple pre-apprenticeship partnerships and drives recruitment initiatives.

When it comes to building and design, April says she prioritizes function over aesthetics, but believes that with careful thought and creativity, they can exist in harmony.



Training Coordinator
April Acquavella

TAKE NOTE



DPR DEADLINES

Are you turning in your DPRs on time? They're due by the 10th of each month! If you don't file them on time, it delays your wage increase when due.

CLASS CLEARANCES

If you missed class and need to request a clearance, be sure to do so at LEAST 24 hours before your next session. Don't wait til the last minute to get started!

BEST BEHAVIOR

Apprentices are held to a high standard. Make sure you're up to par - review our rules and other policies online at <https://hcarpenterstraining.com/handbooks/>.



TRADE TIP

AVOID ACCIDENTS

Most workers experience slight injuries at some point in their careers, but serious ones are rare - if you know what to look out for. Review OSHA's list of hazards and solutions to stay safe! Read more at: <https://bit.ly/3d06XnM>




SIGN UP FOR JOURNEYMEN UPGRADE COURSES

Have you taken a journeymen upgrade course recently?

We offer a variety of classes across all islands that help you develop your skills and give you a competitive advantage in the industry. Visit www.hicarpenterstraining.com/journeymen-upgrades/ or follow us on social media to view our 2022 schedule. Remember: in order for a class to run, we require a minimum of 10 registrations. To ensure a course remains available, sign up early and encourage a colleague to join too!

REGISTER NOW AT
www.hicarpenterstraining.com/upgrade-registration/

Contact Paul Tamayo for more information

 (808) 440-9182

 ptamayo@hicarpenters-training.com

Contact Us!

Do you know someone who would be a great fit as an apprentice? Visit hicarpenterstraining.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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HAWAII CARPENTERS
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