

## News from the Hawaii Carpenters Apprenticeship & Training Fund



### Devastating Damage

Maui's wildfires were so severe, Federal assistance was granted to help rebuilding efforts.



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# h **haumana**



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## Rebuilding After the Maui Wildfires

### A Chance for Renewal

The devastating wildfires that swept across Maui this August left an indelible mark of destruction on the island, affecting not just the physical landscape but the hearts and souls of the community. Across the state, there has been a unified approach to helping those impacted by the wildfires. The road to rebuilding is difficult and long. Apprentices, contractors, and journeyworkers from our ohana have a vital role to play in this journey towards a brighter future filled with hope.

#### The Cost of Rebuilding

What does it cost to rebuild a life? Ask anyone who lost their business, their home or even a family member, and they'll say there's no amount that can replace what was lost.

When it comes to rebuilding structures, determining the baseline cost is more concrete. The initial assessment of the damage conducted by the University of Hawaii Pacific Disaster Center and local officials is staggering. The largest of these wildfires, which tore through the historic town of Lahaina, consumed an estimated 2,170 acres and wreaked havoc on more than 2,200 structures, most of which were homes. The financial toll of rebuilding from this single fire is an astronomical \$5.52 billion.





**Edmund C. Aczon**  
Executive Director

*The Hawaii  
Carpenters Apprenticeship  
& Training Fund*

## Message from the Director

Over the past month, we've witnessed heartbreaking losses suffered on Maui, and our hearts go out to those enduring these difficult times. We stand together as one to support and rebuild our communities, where devastation has left a profound impact but also illuminated the path forward; yet our abilities are at the forefront of hope and renewal.

The trail of destruction left behind is hard to fathom. Homes, businesses, and historical landmarks were lost, leaving us with a profound sense of grief. Amidst the ashes and ruins, we have a unique opportunity to rebuild and fortify our communities. Construction professionals, including our dedicated apprentices and journeyworkers, bring not only their skills and expertise but also a deep commitment to safeguarding our beautiful Maui from future crises.

These fires revealed vulnerabilities in older structures, many framed with wood and lacking essential fire safety systems. Today, we have access to advanced construction materials, offering greater resistance to combustion. Moreover, current building codes mandate fire-rated enclosures, walls, or breaks designed to halt or slow the spread of fire within a structure.

Our mission transcends mere rebuilding; it's an endeavor to rebuild better and smarter, ensuring the safety and resilience of our communities. Through rigorous training and dedication, our ohana plays a pivotal role in this transformation.

As we begin to rebuild, let us remember the lessons of the past and the vision of a more secure future. We will face challenges and uncertainties, but with unwavering determination, we'll also overcome. Together, we possess the power to fortify our structures against future threats and preserve our beloved island's legacy. Every nail driven, every wall erected, and every structure rebuilt is a testament to our resilience and commitment to safeguarding our community.

In these moments of crisis, we're reminded of Hawaii's strength, resilience, and unity. Our commitment to each other and to our beloved state runs deep. In times of need, we come together without hesitation. We're not just observers; we actively participate in the recovery and rebuilding process, and our commitment to rebuilding is unwavering, no matter how long it takes.

With aloha,

Edmund C. Aczon  
HCATF Executive Director

## Rebuilding After the Maui Wildfires *Continued*

Additionally, a smaller yet still destructive fire in Kula resulted in an estimated \$55 million in damages.

In response to this catastrophe, President Joe Biden issued a disaster declaration, making federal funding accessible to support the recovery efforts. However, it is evident that the process of rebuilding will be complex, requiring both time and perseverance.

### The Industry's Role in Rebuilding

Despite the aid for disaster relief, ruins and heartache remain, yet Hawaii's construction industry stands as a beacon of hope. The expertise, experience, and unwavering dedication of construction professionals such as ours are invaluable as we endeavor to mend what has been broken. The resilience of Lahaina, a town steeped in history and cultural significance, now hinges on the collective determination of apprentices, contractors, journeyworkers, and other skilled experts to rebuild not just stronger, but also with a deep sense of care.

Glen Kaneshige, Executive Vice President at Nordic PCL Construction, Inc., and President of Hawaii's General Contractors Labor Association, emphasized the importance of employing modern construction materials and fire safety measures in the rebuilding process. "Many of the existing structures were framed with wood and lacked fire sprinkler systems, as it was not a requirement at the time they were built. Today, we have more options for construction materials, such as light gauge metal framing, which is less susceptible to combustion than wood," noted Kaneshige. "Furthermore, current building codes mandate fire-rated enclosures, walls, or breaks intended to halt or slow the spread of a fire through a structure."

Kaneshige further highlighted the potential impact of current setback provisions on rebuilding efforts. "It may be too early to determine whether property owners will be grandfathered under setback provisions that were in effect at the time they erected their building. If property owners are held to rebuilding under the current county codes in effect, then the setback requirements may increase the separation between buildings on adjacent properties, which should improve the conditions of a fire break."

### Honoring Hawaiian Values

The journey to rebuild Lahaina is more than just an opportunity to incorporate industry advancements for a more secure future; it's a chance to uphold Hawaiian values of ohana and aloha to create a better one. The town's reconstruction can prioritize its local residents, addressing housing shortages, and nurturing a sense of community. It also provides an avenue for close collaboration with native Hawaiians, ensuring their voices are not only heard but also that their rich cultural heritage, which is a source of pride throughout our islands, is deeply respected.

### The Way Forward

As the recovery unfolds, Lahaina has the potential to emerge stronger, with a renewed sense of purpose and a commitment to building back better and smarter. While the scars of the wildfire will remain, the resilience of the

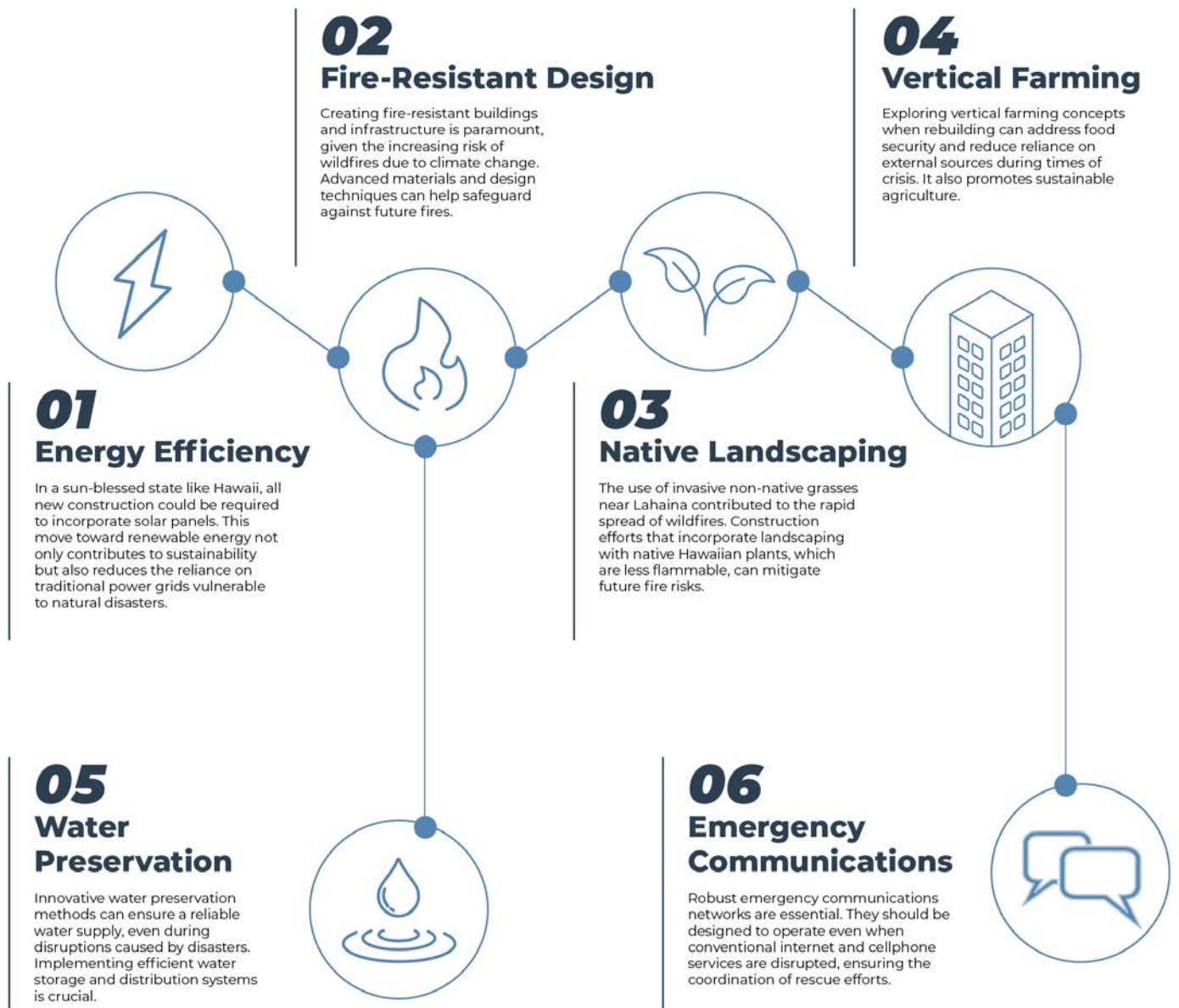
people of Maui, along with the dedication of apprentices, contractors, journeyworkers, and the construction industry as a whole, will pave the way for a brighter future.

The journey to rebuild Lahaina extends beyond the mere reconstruction of buildings; it encompasses rebuilding lives and creating a sustainable, resilient, and inclusive community. It's a profound opportunity to demonstrate that even in the face of tragedy, Maui can emerge as a shining example of strength, unity, and forward-thinking innovation, all rooted in a heartfelt commitment to a brighter tomorrow.

### Read More

- **Maui County:** [www.tinyurl.com/maui-county-alerts](http://www.tinyurl.com/maui-county-alerts)
- **Pacific Disaster Center:** [www.pdc.org](http://www.pdc.org)
- **FEMA:** [www.fema.gov/disaster/4724](http://www.fema.gov/disaster/4724)
- **Engineering News-Record:** [www.tinyurl.com/enr-maui](http://www.tinyurl.com/enr-maui)
- **Construction Dive:** [www.tinyurl.com/cd-news-maui](http://www.tinyurl.com/cd-news-maui)

## Innovations for Rebuilding Maui





# A NEW PATHWAY TO SUCCESS

## The HRCC Pre-Apprentice Program

This September, The Hawaii Regional Council of Carpenters (HRCC) launched a brand-new Pre-Apprenticeship Program, designed to empower individuals with the skills and knowledge needed to embark on a rewarding career in the construction industry. This innovative initiative, in partnership with The Hawaii Carpenters Apprenticeship & Training Fund (HCATF), offers aspiring tradespeople the opportunity to explore the world of carpentry, drywall or millwright work before committing to a full apprenticeship.

Choosing a career path is a significant decision, and the Pre-Apprenticeship Program can be a game-changer for those eager to enter the construction industry. Prospective applicants can:

### Get Trained: Building a Strong Foundation

One of the standout features of the Pre-Apprenticeship Program is the comprehensive training it provides. Applicants get a week of hands-on training at our cutting-edge facilities in Kapolei, to learn the fundamentals of the trade and essential safety protocols. They also have the opportunity to earn certifications in First Aid and OSHA-10, invaluable assets for a successful career in construction.

### Get Paid: Real-World Experience

Real-world experience in any industry is important. The Pre-Apprenticeship Program includes four paid weeks working on active construction sites. This hands-on experience gives applicants a taste of what it's like to work in the field, and to develop valuable skills and insights into the industry.

### Get Credit: A Head Start Towards Apprenticeship

Completing the Pre-Apprenticeship Program includes another significant advantage: the hours accumulated during the program will be credited towards a full apprenticeship, putting participants on the fast track to a successful career in carpentry.

### The Framework for Pre-Apprenticeship

*Pre-apprenticeships are purposefully designed to equip individuals for success within Registered Apprenticeship programs. They serve as foundational stepping stones for those aspiring to secure quality employment opportunities with the potential for career advancement. The HRCC Pre-Apprenticeship Program aligns closely with the framework established by the U.S. Department of Labor and places a strong emphasis on preparing underrepresented job seekers, particularly in non-traditional sectors such as construction. This program underscores essential elements, including training that aligns with industry standards, proactive recruitment of underrepresented populations, provision of support services, hands-on experiential learning, and formal partnerships with apprenticeship sponsors.*

## MORE TO CONSIDER

### 1 Explore the Field

This program provides a sneak peek into the industry without the full apprenticeship commitment. It allows both you and potential employers to gauge your suitability for a full apprenticeship.

### 2 Employer Connections

Companies have the opportunity to directly recruit from our pre-apprenticeship program, streamlining the job search process.

### 3 Earn Recognition

You can earn credits for your work during the pre-apprenticeship, reducing the training required for your full apprenticeship.

### 4 Display Dedication

The completion of a pre-apprenticeship demonstrates to potential employers your unwavering commitment to the trade and your eagerness to excel.

### 5 Enhance Your Skills

Pre-apprenticeship training goes beyond the basics, enriching your skill set and making you a more appealing candidate.

### 6 Hands-On Skill Development

Acquire practical, trade-specific hand skills during your pre-apprenticeship, giving you a head start as you enter your apprenticeship.

### 7 Valuable Work Exposure

Create a robust resume with pertinent work experience and solid references, granting you a significant advantage in securing your desired apprenticeship opportunity.



# THE EMPOWERING future

High school graduates embark on construction careers after completing summer internship program

Kapolei, Oahu - The journey to a fulfilling career often begins with a single step. For some recent high school graduates in Hawaii, that first step came in the form of the Career Connections Summer Internship Program. Twenty-two students from across the state embarked on a transformative six-week journey, gaining hands-on experience and setting the stage for their dream careers in the construction industry. Today, they proudly received their completion certificates, paving the way for direct entry into the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) apprenticeship program.

Leanne Tacadena, a recent graduate from Waipahu High School, shared her experience with enthusiasm. "I loved it - the first day I was intimidated because I was one of the only women on site, but as the weeks went by, I really enjoyed it and focused on my

goal to become an apprentice," said Tacadena.

Tacadena is now on the path to fulfilling her dream at HCATF, where she will complete her apprenticeship and begin working with Group Builders. She emphasized the importance of staying close to home, stating, "(Being a carpenter) is really what I want - it's exciting. I always wanted to stay home and be close to my parents."

The Career Connections Summer Internship Program, offered by HCATF, has been a beacon of opportunity for high school students for five consecutive years. Students are rigorously selected through a competitive application process. The program serves as a vital bridge, connecting the next generation to the skilled trades profession.

"In a world where high school graduates are faced with numerous career paths, our program provides a unique insight into the world of construction,

offering students the opportunity to explore this rewarding profession," said Robert Kapuni Patcho, HCATF Training Coordinator. "The construction industry has traditionally struggled to attract young talent. Our internship aims to reverse this trend by showcasing the industry as a compelling choice for them."

Half of the summer interns who successfully completed the program are now entering their high school senior year with a firm focus on continuing their career development in the trades industry.

This program's success wouldn't be possible without the collaborative efforts of several contractors who partnered with HCATF. These include Nordic PCL, Group Builders, Shioi Construction, Nan Inc., Gill Construction, BEK, Bruce Matson Co., Allied Builders System, Viking Construction, Strong Enterprises, Swinerton Builders, La'au Structures, and Largo Concrete.

## ABOUT CAREER CONNECTIONS

Career Connections was launched in the fall of 2017 as a pilot program in three public schools: McKinley High School, Waianae High School, and Kahuku High School. Currently, there are 33 partner schools: 20 on Oahu and 13 on neighbor islands. The program consists of two main parts during the summer internship: first, 40 hours of preparatory training, which includes OSHA 10 and First Aid/CPR Certifications, along with material handling and basic tool safety. This is followed by a six-week internship and full-time work at real-world active construction worksites, where students engage in real work tasks and earn a paycheck. Summer interns closely shadow mentors, including journeymen and other field supervisors, to better understand what a career in the construction industry entails.

In a world of boundless career possibilities, programs like Career Connections are helping young talents discover their passions and build brighter futures in the construction industry. These graduates have taken the first step towards their dream careers, and their journey is just beginning.



Executive Director Edmund Aczon smiles alongside intern graduate Leanne Tacadena



Interns celebrated alongside Training Coordinator Kapuni Patcho at our Kapolei Training Centers

# Molding Mindsets

## The Impact of Mentorship on Hawaii's Construction Industry Workforce

Hawaii's construction industry is booming, with housing, commercial, and educational projects on the rise. However, despite the abundant job opportunities, there's a significant gap between available positions and the skilled workers needed to fill them. To bridge this gap and nurture the next generation of skilled carpenters, mentorship programs have taken center stage.

The Pacific Resource Partnership (PRP) and the Hawaii Regional Council of Carpenters (HRCC) have joined forces to launch a groundbreaking carpentry mentorship program. The program aims to boost carpenter graduation rates, an essential step in addressing Hawaii's labor shortage in the construction industry.

### A Transformative Mentorship Program

The newly introduced mentorship program is a response to the challenge of low graduation rates among carpentry apprentices. Currently, only about 25% of apprentices who begin their apprenticeships go on to graduate as journey-level carpenters.

Kyle Chock, a representative of the Hawaii Regional Council of Carpenters, emphasizes the significance of this program, considering it a substantial investment in the future of Hawaii's construction industry. The program presents a unique opportunity for aspiring carpenters to work full-time while earning salaries exceeding \$100,000 per year without the burden of student debt.

This mentorship initiative comes at a crucial time when Hawaii urgently requires new carpentry apprentices to ensure the timely completion of housing, commercial, and educational facilities. "There's really a need to recruit more workers into our industry at a time when we have a lot of upcoming work," Chock highlights.

As part of the program, apprentices receive a salary as they continue to learn and acquire the skills necessary to become licensed carpenters. The curriculum covers apprenticeship training in carpentry, drywall, and millwright.

### Addressing the Labor Shortage

The mentorship program also targets the issue of retention, as many apprentices fail to complete the program. To tackle this challenge, the conference focused on training mentors who can guide and support young apprentices effectively.

Mentor Dale Maeda emphasized the importance of communication skills in guiding the next generation. Effective communication, he notes, is vital for imparting knowledge and fostering growth in apprentices.

Timmy Chang, the head football coach at the University of Hawaii and the keynote speaker at the conference, provided inspiration on effective mentoring. His leadership style, centered on motivation and guidance, served as a model for the mentors. Darrell Seto, a training coordinator with HCATF, praised Chang's approach and encouraged mentors to follow in his footsteps.

Mentors participating in the program will receive a monthly stipend of \$100 and will be assigned three to five apprentices. They are responsible for maintaining regular contact with these individuals and providing guidance about their training.

Chock further elaborated on the program's benefits, stating, "They can expect some good hands-on skills, how to be a better listener, how to be a better coach, and how to give positive feedback." Maeda, an experienced mentor, echoed this sentiment, expressing his commitment to sharing tips from his own experiences.

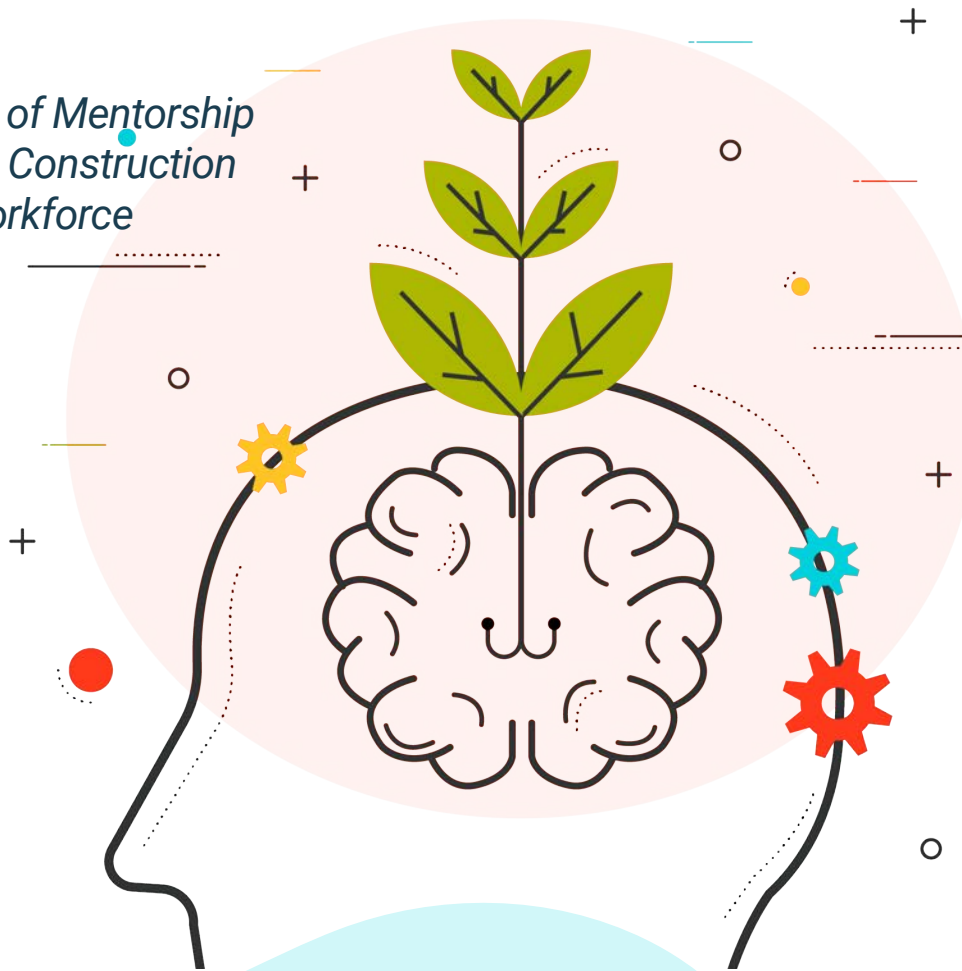
### A Bright Future Through Mentorship

As Hawaii's construction industry continues to grow, mentorship programs like this one are playing a pivotal role in shaping the workforce of the future. By offering guidance, support, and invaluable skills, mentors are not only helping apprentices become skilled carpenters but also ensuring the industry's sustainability and success.

In the face of ongoing challenges, mentorship emerges as a beacon of hope, nurturing talent, and empowering the next generation of carpenters to thrive in Hawaii's vibrant construction industry. The program's impact extends far beyond apprenticeships, as it strengthens the foundation of the state's construction workforce, fostering a brighter future for all.

### READ MORE

- **Hawaii News Now**  
[tinyurl.com/hi-news-now-mentorship](https://www.tinyurl.com/hi-news-now-mentorship)
- **KHON**  
[tinyurl.com/khon-mentorship](https://www.tinyurl.com/khon-mentorship)
- **UBC**  
[carpenters.org/leadership-programs/](https://www.carpenters.org/leadership-programs/)





# 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.



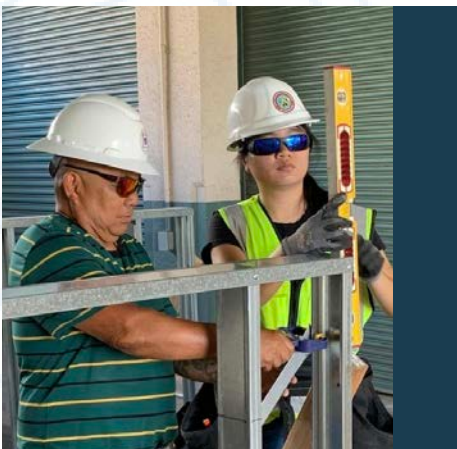
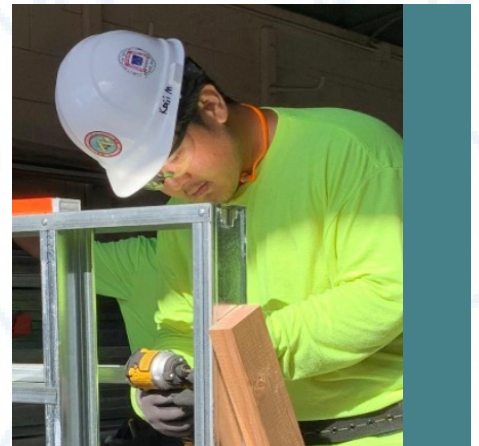
## CONNECT WITH US!

Follow HCATF and use our hashtag to join the conversation!

@hcatfhawaii | #hcatfhawaii

### hats on...

...or rather, hats off to those who prioritize safety on the job site everyday! Wearing the proper PPE at all times is key to keeping you safe and succeeding on-the-job. **#SafetyFirst**



### maui strong

We're proud to operate across all islands. This month we'd like to take extra time to recognize our ohana on Maui. Our thoughts and prayers are with you. **#StandWithMaui**



### icra training

We know the importance of ICRA, and we can get you trained! From in the class to in the shop, our curriculum prepares you to become an expert in the field. **#ICRA**

# Journeyman Upgrade Courses 2023 Upcoming Schedule

## 4<sup>TH</sup> QUARTER

October, November & December Courses  
#hcattraining | #upgradeyourskills

### HILO

COURSE .....	START
Aerial Lift.....	10/14
First Aid & CPR.....	10/14
OSHA 10.....	11/04
OSHA 30.....	11/04
Confined Space.....	11/11
Fall Protection.....	11/11
ICRA .....	12/02
Firestop .....	12/09
Forklift Certification.....	12/16

### OAHU

COURSE .....	START
Armstrong .....	09/30
Fall Protection.....	09/30
Solar Installer .....	09/30
OSHA 10.....	10/02
AutoCAD.....	10/03
Basic Computer.....	10/03
Welding .....	10/05
Confined Space.....	10/07
Door Hardware.....	10/07
Forklift Certification.....	10/07
Scaffold Erector .....	10/09
Aerial Lift.....	10/14
Scaffold Erector .....	10/14
Scaffolding.....	10/14
Silica Awareness.....	10/19
First Aid & CPR.....	10/21
ICRA .....	10/28
OSHA 10.....	10/31
OSHA 30.....	10/31
Fall Protection .....	11/04
Fall Protection - 24hr.....	11/04
Forklift Certification.....	11/04
First Aid & CPR.....	11/11
Scaffolding.....	11/11
Silica Awareness.....	11/16
Aerial Lift.....	11/18
ICRA .....	12/02
OSHA 10.....	12/04
Fall Protection .....	12/09
Firestop .....	12/09
First Aid & CPR.....	12/09
Total Station .....	12/09
Scaffold Erector .....	12/11
Silica Awareness.....	12/14
Forklift Certification.....	12/16
Scaffolding.....	12/16
Aerial Lift.....	12/16

### MAUI

COURSE .....	START
Forklift Certification .....	09/30
Solar Installer .....	09/30
Aerial Lift.....	10/07
First Aid & CPR.....	10/07
Scaffold Erector .....	10/14
OSHA 10.....	10/17
OSHA 30.....	10/17
Fall Protection.....	10/21
Scaffolding.....	10/21
First Aid & CPR.....	11/04
Forklift Certification.....	11/04
Firestop .....	12/09

### KONA

COURSE .....	START
Scaffold Erector .....	10/14
Scaffolding.....	10/14
Fall Protection .....	10/21
Forklift Certification.....	10/21
First Aid & CPR.....	11/04
OSHA 10.....	12/02
OSHA 30.....	12/02
Aerial Lift.....	12/09
Fall Protection .....	12/09
Firestop .....	12/09

### KAUAI

COURSE .....	START
Armstrong .....	09/30
Silica Awareness.....	09/30
AutoCAD.....	10/03
Basic Computer.....	10/03
Door Hardware.....	10/07
Fall Protection .....	10/14
OSHA 10.....	10/31
OSHA 30.....	10/31
Forklift Certification .....	11/04
Aerial Lift.....	11/11
Fall Protection .....	12/02
First Aid & CPR.....	12/02
Firestop .....	12/09
Total Station .....	12/09

### 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@](mailto:ptamayo@hicarpenterstraining.com)  
[hicarpenterstraining.com](http://hicarpenterstraining.com) if you have questions or concerns.



# National

## APPRENTICESHIP WEEK

NOVEMBER 13-19, 2023

### We're looking forward to the 9th Annual National Apprenticeship Week!

The nationwide celebration brings employers, industry associations, labor organizations, community-based organizations, workforce partners, education providers, and government leaders together to showcase the value of Registered Apprenticeship.

This year theme is “**Registered Apprenticeship: Superhighway to Good Jobs,**” to reflect the prominence that Registered Apprenticeship has received as a proven and industry-driven training model that expedites the pathway into good jobs and improves diversity, equity, inclusion, and accessibility (DEIA) in the workplace.

Registered Apprenticeship is recognized as a key strategy to improving job quality and creating access to good-paying jobs for all, including populations historically underrepresented. It addresses some of our nation's pressing workforce shortages in high-priority sectors.

**Mark your calendars for this year's celebration  
which will take place this November 13-19, 2023.**

*Learn more about NAW at  
[www.apprenticeship.gov/national-apprenticeship-week](http://www.apprenticeship.gov/national-apprenticeship-week)*

## 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

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