

News from the Hawaii Carpenters Apprenticeship & Training Fund



Ohana is Everything

HCATF apprentice Aaron Tapeç poses proudly with his family during the 2023 Journeymen Recognition Ceremony in Kapolei.



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IN THIS EDITION

Empowering Ohana
Apprentices Build Bright Futures
01

Millwrights of Tomorrow
Steering Towards a Renewable
Horizon
05

Guiding Lights
Instructor Impact on
Apprentice Success
07

Social Spotlight
Connect With Our Community
09

Journeymen Upgrades
Q1 Upcoming Classes
10

Carpenters Corner
News & Announcements
11

Empowering Ohana: Building Bright Futures with HCATF Apprenticeships

In the vibrant landscape of Hawaii, where the economic pressures are as present as the beauty of the island itself, the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) offers a lifeline to those seeking stability and growth. It's a promise of a better future for families across the islands, a commitment to building skills and lives with equal care and dedication.

The HCATF apprenticeship programs are more than a means to learn; they are a journey toward empowerment. "The Carpenters Apprenticeship gave me an opportunity to learn a different skill in construction," shares Bradley Mandaloniz, who transitioned from being a painting contractor to joining the apprenticeship in 2016. "It offered classes during the weekends and a job during the weekdays, which led me to pursue an Associates Degree."

These programs pave the way to better living standards with competitive wages and benefits that extend beyond financial gain—they symbolize hope. For Kaikeloa (Kai) Freitas, a former game warden





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

As we reflect on the strides made by the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) in 2023, it's evident that our vision for the future is bold, transformative, and community-centric. As the largest apprenticeship in Hawaii, we envision a path that not only expands program pathways but also enriches lives and communities.

Looking ahead, our goal is to further improve access to training, ensuring apprenticeships become more attainable to a diverse pool of talents. We aspire to forge new partnerships, like our ongoing collaboration with Honolulu Community College, to enable our apprentices and journeymen to pursue associate degrees alongside their craft training. This initiative aims not only to elevate their professional skills but also to provide comprehensive educational opportunities.

At HCATF, our motivation is deeply rooted in fostering a sustainable and vibrant future for individuals, families, and the construction industry. By solidifying our role as a pillar within the community and the construction realm, we aim to be a guiding force for all trades in Hawaii, setting new standards for excellence and opportunity.

This vision isn't merely about structures and skills; it's about the human impact. We envision a future where our apprentices' growth translates into stable careers, brighter futures for their families, and a thriving community. The ripple effect of our efforts will shape a landscape where skilled professionals contribute not just to construction projects but also to the very fabric of our society.

During this holiday season, may the spirit of aloha infuse warmth and joy into your lives. Let's embrace this time to cherish our achievements and set our sights on a future where unity, growth, and opportunity define our journey.

With aloha,

Edmund C. Aczon
HCATF Executive Director

Empowering Ohana *Continued*

who entered the program in 2020, the apprenticeship was a call to craftsmanship and a tribute to family legacy. "I joined the apprenticeship program as recommended by my uncle," he says. "I aspired to adopt his carpentry prowess and work ethic, and wanted to emulate his skills in carpentry and his work ethic in my own way."

Apprentices like Bradley and Kai are not just building structures; they're constructing futures for themselves and their communities. "Working on the Hilton Hotel in Waikoloa time shares remodeling, I learned how to redo an old hotel for the community," Bradley recounts, highlighting the tangible impact of his work. Kai echoes the sentiment of community contribution, "Working for Coastal Construction on the Hawaiian Homes La'i 'opua project showed me how keeping up with the schedule affects every trade involved and the community we serve."

The apprenticeship's most significant impact may be the personal growth it fosters. "The program expanded my construction knowledge and network," Bradley reflects on the program's impact on his personal development. Kai values the meticulous instruction, saying, "The detailed guidance from our instructors has greatly enhanced my capabilities."

For Kai, the apprenticeship is not just about personal career growth but also about family. "After joining the apprenticeship, I became a new father," Kai shares. "Becoming a father during the apprenticeship reinforced the program's value in providing



Building Better Futures: HCATF apprentices Kaikelo Freitas (L) and Bradley Mandaloniz (R) erect more than just buildings: their efforts create brighter futures for their communities.

for my family." Bradley agrees, noting that the apprenticeship gave him the confidence to better his knowledge and career prospects while supporting his family.

The mentorship and supportive environment at HCATF are crucial to the apprentices' success. Although Kai is still exploring mentorship's full potential, he supports its promise: "The idea sounds good for the newer apprentices. This line of work can be hard, and I encourage people to stay and push for the next level." For Bradley, it has been instrumental in his growth. "The Apprentice Program is a good opportunity for young people to start a career while pursuing an education," he asserts.

Both men see their role in the industry as part of a bigger picture with broader significance. Bradley takes pride in his work and in sharing his skills for the betterment of the community. Kai, while unsure of his long-term impact, believes in the power of individual actions, "If I can make a difference for one individual or family, that's a step toward bettering the future."

HCATF apprenticeships are catalysts for change, transforming the lives of individuals like Bradley and Kai, and by extension, their families and communities. Both Bradley and Kai exemplify the essence of HCATF's mission—nurturing not just skilled workers but custodians of craftsmanship who carry the values of their community. Bradley's satisfaction in sharing his skills and knowledge, and Kai's hope of making a difference, even if just for one person, speak to the heart of what HCATF represents.

Looking forward, nurturing such opportunities is crucial—they don't merely create skilled workers; they foster a legacy of dedicated, community-minded individuals. Bradley and Kai's paths inspire empowerment, driving positive change for their families and the wider community.

Together, they lay the groundwork for a prosperous tomorrow in Hawaii—one apprentice, one family, and one community at a time.

Note: quotes in this article and the following interview may have been edited or paraphrased for clarity and conciseness. However, every effort has been made to ensure that the original intent and context of the speakers' messages have been maintained.



Hear more about the impact of HCATF programs

What inspired you to join the HCATF apprenticeship program, and can you tell us about the impact this journey has had on your career path?

The growth of my family was the catalyst for joining the Hawaii Carpenters Union; I realized that my previous job wouldn't suffice for providing a better quality of life. Friends who were part of the Union - one a program graduate, another nearing completion - really opened my eyes to its benefits. Now, as I approach the end of my apprenticeship, I've gained the confidence to become a Journeyman, and I'm considering pursuing higher-level leadership roles.

Could you share an instance from your apprenticeship that significantly deepened your understanding of the construction industry and its influence on families and communities?

My first project was pivotal. My Journeyman mentored me on a metal frame housing job that was already underway. I learned the basics of construction, from layout to framing, even though I had never worked with metal studs before. As the walls of the last building were erected, our teamwork made the process seamless, capped by a communal potluck. Following my Journeyman to subsequent projects enriched my sense of work family and the satisfaction of building communities, especially knowing friends who've applied to live in these homes.

In addition to technical skills, how has the HCATF apprenticeship shaped your personal development and values, particularly regarding family and community?

Discover the transformative journey of Maui apprentice Chad Murayama. As a 95% apprentice with the Hawaii Carpenters Apprenticeship & Training Fund (HCATF), Chad is on the cusp of completing his On-the-Job Training, with his sights set on achieving journeyworker status following his finishing class and the submission of grades.

The apprenticeship has taught me that perseverance and determination can make any goal attainable. The construction industry has a lot to teach, akin to the learning involved in nurturing a family. Taking pride in my work has not only led me to strive for excellence on the job but also to be the best husband and father possible.

How have the skills and knowledge from the apprenticeship enabled you to make a meaningful contribution to the construction industry and, by extension, to your community?

The apprenticeship has equipped me for a fulfilling career in the Hawaii Carpenters Union. It has given me the confidence to tackle new tasks, knowing it's okay to learn from mistakes. Networking with fellow apprentices and instructors has broadened my perspective on construction work, allowing me to assist family and friends in various capacities. A highlight was leveraging my skills for a renovation project for families displaced by the Lahaina Wildfires. The drive to prepare the project for move-in was immense, and with the help of eight Union members, we quickly provided homes for several families. That project affirmed the value of every step in the apprenticeship.

Can you recount an experience where the apprenticeship program not only improved your career opportunities but also had a positive impact on your family life or future outlook?

Engaging with people and embracing new experiences has opened many doors. Applying these principles at home has led to promotions for my wife and success for my children in

academics and sports. My future outlook is bright; I'm confident in providing a better life for my family.

From your perspective, how do the supportive environment and mentorship at HCATF contribute to the success and personal development of apprentices?

HCATF provides a rich growth trajectory for apprentices through its diverse course offerings. It's the drive to learn that counts. Mentors have been instrumental, generously addressing questions and dedicating their time to pass on their trade expertise, ensuring we excel in our careers.

How do you see your role as an HCATF apprentice in enhancing Hawaii's construction landscape and the communities you belong to?

In Hawai'i, construction often faces scrutiny, balancing necessity against limited resources and land. The essential question is, 'Who are we building for?' The struggle for many locals and Hawaiians to afford living here is real, prompting them to leave our islands. Maui, in particular, needs more housing, a demand highlighted by the Lahaina Wildfire. I question, 'Who are we building for?' With community expansion or rebuilding on the horizon, I'm committed to constructing with the utmost skill and integrity.

Mahalo Bradley, Kai and Chad for sharing your experience! We appreciate your effort - both in - and beyond the classroom.

Millwrights of Tomorrow: Steering Hawaii Towards a Renewable Horizon



In Hawaii's bold march towards a sustainable future, the millwright apprentices of the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) are proving to be indispensable. These dedicated individuals are at the heart of the state's transition to renewable energy sources, a move that is essential for reaching the goal of 100% renewable energy by 2045. Their skill in harnessing Hawaii's natural renewable resources is not only driving the energy shift from fossil fuels but also placing them at the vanguard of the state's sustainable transformation.

The HCATF's millwright program stands out for its commitment to developing a workforce that is as diverse as the sectors it serves. Justin McClendon, an HCATF Training Coordinator, emphasizes the

breadth of the program: "Our program is centered around general skills that allow millwrights to work in various environments. We focus on math, layout, rigging, welding, and blueprints - essential skills that set our apprentices apart from conventional millwright training."

This comprehensive training goes beyond technical skills, preparing apprentices for the multifaceted demands of the clean energy sector. They learn to install and maintain wind turbines and service solar panel arrays, with hands-on training that ensures they can apply their skills effectively. "Millwrights need to be diverse in all areas of construction and maintenance," McClendon adds, underscoring the importance of versatility and safety in their work.



*Justin McClendon,
HCATF Training Coordinator*

Hawaii's commitment to clean energy has led to a surge in demand for skilled millwrights, evidenced by large-scale projects such as the expansion of the Joint Base Pearl Harbor-Hickam shipyard, the Sand Island Wastewater Treatment Plant, and the Honolulu Skyline rail project. The need for skilled labor is further amplified by the state's recovery efforts in areas affected by wildfires and the ongoing public infrastructure expansion.

The HCATF millwright program's unique nature lies in its responsiveness to technological advancements and market needs. "The curriculum should always be updated to fit the needs of the market," McClendon insists, acknowledging the rapid rate at which technology evolves and the constant quest for increased efficiency among employers. Yet, despite these changes, the program maintains a strong foundation in the core skills necessary for success.

The millwright apprentices of HCATF are playing a key role in the state's renewable energy projects, contributing significantly to both environmental stewardship and



HCATF's state-of-the-art 2090 Training Center is the first - and only - millwright training facility in Hawaii.

Hawaii's natural beauty is preserved through sustainable practices.

As these apprentices contribute to the state's clean energy initiatives, they are not only meeting immediate labor needs but also setting the stage for long-term sustainability. Their dedication is part of a collective vision that goes beyond current projects, aiming toward a future powered



2090 houses specialized equipment, where apprentices can hone their skills through hands-on training.

Millwrights need to be diverse in all areas of construction & maintenance."

economic growth. Their work is more than employment; it's a commitment to a future where clean energy is the norm and where

by renewable energy.

In the collective effort to achieve a greener Hawaii, the millwright apprentices of HCATF are unsung heroes, embodying the state's aspiration for a future where environmental responsibility and economic prosperity coexist. Their journey is one of commitment, skill, and foresight, ensuring that Hawaii's progress continues to be powered by clean, renewable energy.

Guiding Lights: HCATF Instructors Illuminate Apprentices' Paths to Success

At the heart of the Hawaii Carpenters Apprenticeship & Training Fund (HCATF), where the seeds of the future construction industry are sown, stand the instructors - seasoned professionals and beacons of knowledge. More than mere educators, they are the custodians of craftsmanship, imparting wisdom gained from years of experience on actual construction sites, far surpassing the confines of textbook learning.

These instructors provide a guiding light for apprentices, navigating them through real-world challenges and complex problem-solving scenarios, akin to those they will encounter in their professional lives. Their guidance is practical, steeped in the reality of the job site, and rich with the nuance of firsthand experience. As Leo Clemente, a dedicated instructor at HCATF, puts it: "I find it most rewarding when apprentices are eager

to learn and improve their trade. I'm here to equip them with

the tools and knowledge they need to excel."

Clemente's own journey from college graduate to journeyman informs his teaching philosophy. He believes in educating apprentices to be punctual, vigilant, and goal-oriented, essential traits for success in the industry. "What college taught me about learning my craft is what I aim to pass on to our apprentices," he states.

The education at HCATF bridges the



gap between theory and practice, ensuring that lessons are accurate, credible, and directly applicable to the apprentices' future work environments. This practical emphasis is strengthened by the instructors' own backgrounds in the union, enhancing the learning experience with a focus on craft expertise and health and safety.

Understanding the unpredictable nature of construction work, Clemente advises apprentices on financial prudence, stressing the importance of saving during peak employment periods. This pragmatic advice highlights the HCATF's commitment to the holistic development of its apprentices, setting it apart from traditional educational models.

Collaboration, adaptability, effective communication, and a strong work ethic are among the soft skills that HCATF instructors instill in their apprentices — skills that are just as critical as technical ability. The dynamic between instructor and apprentice is a crucible for developing well-rounded professionals, ready to meet the demands of a constantly evolving construction landscape.

Looking to the future, Clemente envisions HCATF instructors playing a crucial role in preparing the next generation of construction professionals. "We stay abreast of industry movements, new products, and innovative methods, ensuring our apprentices are learning the most current practices," he remarks.

The unique instructional approach of HCATF not only distinguishes the program but also deeply enriches the apprentices' educational journey. The comprehensive mentorship provided ensures that apprentices are well-equipped with a diverse skill set, prepared for success in the ever-changing world of construction.

As apprentices navigate through the myriad of skills and character

development opportunities at HCATF, instructors remain their steadfast guides. Their influence extends beyond the program, molding individuals into capable professionals ready to contribute significantly to Hawaii's construction industry.

Within the lively corridors of HCATF, where apprentices are transformed into skilled professionals, instructors are the foundation of this transformation. Their role transcends teaching; they inspire, guide, and prepare apprentices for successful careers in a rapidly evolving industry. The future of Hawaii's construction landscape is being built one apprentice at a time, under the watchful eyes and wise hands of these guiding lights.



Leo Clemente, HCATF Instructor & Training Coordinator



Clemente supervises apprentices during hands-on training at HCATF's 2040 Training Center in Kapolei.

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.



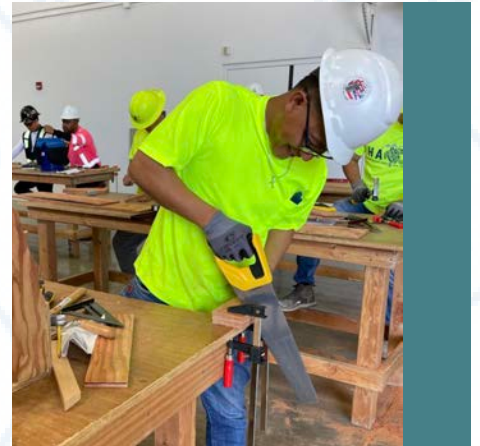
CONNECT WITH US!

Follow HCATF and use our hashtag to join the conversation!

@hcatfhawaii | #hcatfhawaii

hands on training

Mastering skills through hands-on training is key to our success. Dive into real-world projects to sharpen your expertise. From blueprint to build, your growth is our mission. **#SkillBuilding**



safety first!

Safety is key on every project - always remember to wear high vis gear! Whether orange, yellow or pink, stay bright to stay safe. Your protection is our priority. **#HighVisSafety**



work crew

Together, we build more than structures, we build brotherhood. Shout out to our dedicated apprentice crews who work as a team to get the job done. **#Brotherhood**

Journeyman Upgrade Courses 2024 Upcoming Schedule

1ST QUARTER

 January, February & March Courses
 #hcattraining | #upgradeyourskills

HILO

COURSE	START
Aerial Lift.....	02/03
Door Hardware.....	01/13
Fall Protection.....	01/06
Fall Protection.....	03/30
Firestop.....	02/24
First Aid & CPR.....	02/08
Forklift Certification.....	02/03
OSHA 10.....	01/16
OSHA 30.....	01/30
Scaffold Erector.....	01/06
Scaffolding.....	01/27
Silica Awareness.....	01/13
Solar Installer.....	02/10

OAHU

COURSE	START
Aerial Lift.....	01/13
Aerial Lift.....	02/03
Aerial Lift.....	03/09
Armstrong.....	01/20
AutoCAD.....	01/02
Basic Computer.....	01/02
Confined Space.....	02/03
Door Hardware.....	01/13
Fall Protection.....	01/06
Fall Protection.....	01/27
Fall Protection.....	02/17
Fall Protection.....	03/30
Fall Protection - 24hr.....	02/10
Firestop.....	02/24
First Aid & CPR.....	01/31
First Aid & CPR.....	02/21
First Aid & CPR.....	03/27
Forklift Certification.....	02/03
Forklift Certification.....	03/02
ICRA.....	02/24
OSHA 10.....	01/30
OSHA 10.....	03/05
OSHA 30.....	01/16
Scaffold Erector.....	01/08
Scaffold Erector.....	01/13
Scaffolding.....	01/27
Scaffolding.....	02/17
Scaffolding.....	03/09
Silica Awareness.....	01/18
Silica Awareness.....	02/22
Silica Awareness.....	03/28
Solar Installer.....	02/10
Total Station.....	01/06
Welding.....	01/11

MAUI

COURSE	START
Aerial Lift.....	01/13
Confined Space.....	02/17
Fall Protection.....	01/20
Fall Protection.....	02/17
Fall Protection.....	03/09
Firestop.....	02/24
First Aid & CPR.....	01/25
First Aid & CPR.....	02/14
First Aid & CPR.....	03/07
Forklift Certification.....	01/06
Forklift Certification.....	02/24
OSHA 10.....	02/26
OSHA 30.....	02/05
Scaffold Erector.....	01/13
Scaffolding.....	02/10

KONA

COURSE	START
Aerial Lift.....	02/10
Fall Protection.....	02/03
Firestop.....	02/24
First Aid & CPR.....	02/29
Forklift Certification.....	01/27
OSHA 10.....	03/11
OSHA 30.....	03/11
Total Station.....	01/06

KAUAI

COURSE	START
Aerial Lift.....	01/13
Armstrong.....	01/20
AutoCAD.....	01/02
Basic Computer.....	01/02
Fall Protection.....	02/10
Firestop.....	02/24
First Aid & CPR.....	01/17
Forklift Certification.....	02/24
ICRA.....	02/17
OSHA 10.....	02/05
OSHA 30.....	01/30
Scaffold Erector.....	01/13

REGISTER FOR UPGRADE COURSES ONLINE

Visit www.hicarpenterstraining.com/joueymen to download the required forms and view registration instructions. Contact Paul Tamayo at (808) 859-2812 or ptamayo@hicarpenterstraining.com if you have questions.

carpenter's corner

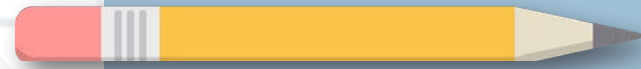
Upgrade Your Skills. Upgrade Your Career.

Elevate your skills and career with HCATF's 2024 upgrade courses! Whether you're an apprentice or a journeyman, our diverse range of classes offers the perfect opportunity for skill enhancement and career advancement.

- **Wide Range of Courses:** Select from various upgrade courses to fit your schedule and needs.
- **Simple Registration:** Easily register by completing a form and submitting it via email.
- **Affordable Learning:** Classes are offered across the state at budget-friendly rates.
- **Career Growth:** Enhance your job opportunities and professional development.
- **Practical Knowledge:** Gain hands-on experience in real-world construction scenarios.
- **Year-Round Availability:** Courses are available throughout the year to suit your timeline.

Sign up now and take a proactive step toward advancing your career in the construction industry! For more details, visit www.hicarpenterstraining.com/journeymen/.

TAKE NOTE



PREP FOR THE SPRING SEMESTER

Have you registered for spring classes? Apprentices across all islands should purchase their textbooks through RegPack at www.hicarpenterstraining.com/regpack/ no later than December 29th.

RECAP: WATCH HCATF DURING NAW

Did you catch National Apprenticeship Week this November? We showcased how HCATF programs make a difference in our community. Check out our segment at www.youtube.com/watch?v=REpa-zzdnBM

RESPONSIBLE CONDUCT

Our apprentices are expected to uphold exceptional standards. Stay informed and on track by reviewing our handbooks at www.hicarpenterstraining.com/apprentices/. Your commitment to excellence is key to our shared success.



TRADE TIP

PRECISION MATTERS

For carpenters, drywallers, and millwrights alike, precision matters. Keep your tools sharp and well-maintained. A well-kept blade not only ensures safety but also enhances productivity.



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.

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