

News from the Hawaii Carpenters Apprenticeship & Training Fund



Shakas & Smiles

Students from the cabinet-making category celebrated a day of hard work at the close of the 2024 competition.



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The Next Generation of Carpenters: High School Students Compete in the Annual Skills USA Competition

On an early January morning, the Hawaii Carpenters Apprenticeship & Training Fund's (HCATF) Kapolei Training Center buzzed with anticipation. Fourteen high school students, hailing from seven local schools across Hawaii, arrived with a blend of nerves and excitement. They were about to embark on a journey of skill and creativity in the annual Skills USA Competition. The air was electric, charged with the promise of discovery and the potential of young talent poised to shape the future of carpentry and cabinet making.

The essence of Skills USA Competitions lies in their power to inspire and transform. These events are not merely contests; they are platforms where dreams take shape and ambitions are fueled. By hosting this competition, HCATF, in partnership with the Department of Education and with sponsorship from Swinerton Construction, underscores its commitment to nurturing the brightest minds in the industry. It's an affirmation of the belief that through apprenticeship, a world of opportunities unfolds, offering a meaningful alternative to conventional educational pathways.

HCATF Executive Director Edmund Aczon captured the spirit of the event, stating, "This competition is a beacon of hope and opportunity. It allows





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

As we welcome the vibrant season of spring, we are reminded of the growth and renewal that it brings. At the Hawaii Carpenters Apprenticeship & Training Fund, we are committed to nurturing growth, not just within our industry, but in the lives of individuals across our islands. This March, we are excited to share the progress of our ongoing programs and the opportunities that lie ahead.

Our Pre-apprenticeship Program continues to open doors for aspiring carpenters, providing them with the foundational skills needed for a successful career. We are proud of our Good Jobs Hawaii Carpentry pathway, which has been instrumental in creating pathways for individuals to thrive in the construction industry. Additionally, our new Carpentry Corrections Program is breaking barriers, offering a second chance to those seeking to build a new future.

As we look forward to the summer, we are anticipating a large number of interns for our 2024 Summer Internship. This is where we need your support. We call upon our valued contractors to join us in hosting these eager candidates. Your participation is crucial in providing hands-on experience and mentorship, shaping the next generation of skilled carpenters.

Together, we can make a difference by providing quality programs to a diverse body of candidates. Let us continue to work hand in hand to recruit the best and brightest talent to our industry. Your support is not just an investment in their future, but in the future of Hawaii's construction industry.

Mahalo for your unwavering support and commitment to excellence.

With Aloha,

Edmund C. Aczon
HCATF Executive Director

The Next Generation of Carpenters *Continued*

students to not only showcase their skills but also to envision a future where their talents are recognized and rewarded. It's about bridging the gap between potential and opportunity and demonstrating that a career in carpentry can be both fulfilling and prosperous."

As the competition unfolded, the air was thick with concentration and determination. The carpentry category saw students framing walls, crafting rafters, and exhibiting their prowess in stair construction, all while being evaluated on their precision, safety, and craftsmanship. In the cabinetmaking arena, participants meticulously built cabinets from scratch, their hands moving with practiced ease as they cut, assembled, and sanded their creations to perfection.

The students' focus and dedication shone brightly as they strived for excellence in various categories, from resume submission and attire to work area neatness, safety, machine skills, project assembly, and the final product. The competition was a relentless showcase of skill, culminating in the resounding blast of an airhorn that marked the end of a day filled with hard work and perseverance. Despite their fatigue, the participants radiated a sense of pride and accomplishment. The subsequent feedback session led by seasoned industry experts, transformed into a celebration of the remarkable talent and potential displayed throughout the event. This debrief was more than just an



Dyan Mae Castillo from Maui High School carefully studies the instructions for her cabinet-making project at HCATF's Kapolei Training Center.

evaluation; it was an affirmation of the students' efforts, serving as a motivational beacon to continue honing their construction skills.

Robert Kapuni Patcho, an HCATF Training Coordinator and instructor at Radford High School, shared his perspective on the challenges faced by students during the competition: "The most challenging aspect was mentally preparing my students. Over the two months preceding the competition, we focused on fundamental aspects such as layout and print reading, as well as framing. The ongoing task was instilling confidence in their knowledge base. Additionally, there was the challenge of dealing with the uncertainty surrounding the project each student would undertake. It involved maintaining suspense and ensuring, as a teacher, that your students were equipped to compete at the highest level."

The announcement of the winners in the weeks that followed was a moment of triumph. In carpentry, Jayson Pascua from Maui High School took the top spot, followed by Kenta Vanderpool from Kealakehe High School, and Kaiesha DeWeever from Pearl City High School. In cabinetmaking, Dyan Mae Castillo from Maui High School emerged as the victor, with Mikah Hall from Pearl City High School and Elijah Bermoro from Kealakehe High School following closely.

The Skills USA Competition was more than an event; it was a testament to the resilience, creativity, and potential of Hawaii's youth. As we congratulate the winners and commend all participants, we also extend our deepest gratitude to our industry partners who made this event possible. Together, we are laying the foundation for a future where talent thrives, and the art of carpentry continues to evolve and inspire.

Congratulations to all the 2024 Job SkillsUSA Competitors!

CABINET MAKING

Student

High School

| | |
|-------------------|------------------------------------|
| Elijah Bermoro | Kealakehe High School |
| Dyan Mae Castillo | Maui High School |
| Mikah Hall | Pearl City High School |
| Khe Kavana Kam | Pearl City High School |
| Mason Oasay | Pearl City High School |
| Heidon Tolbe-Higa | Admiral Arthur Radford High School |

CARPENTRY

Student

High School

| | |
|--------------------|------------------------------------|
| Edward James Armas | Waipahu High School |
| Zairie Devela | Pearl City High School |
| Kaiesha DeWeever | Pearl City High School |
| Daniel Lopez | Admiral Arthur Radford High School |
| Draiden Mabuti | Pearl City High School |
| Jayson Pascua | Maui High School |
| Penelope Tupou | HP Baldwin High School |
| Kenta Vanderpool | Kealakehe High School |



Carpentry competitors Kaiesha DeWeever and Penelope Tupou display intense focus and determination as they work on their projects.

Empowering a Sustainable Future:

The Role of HCATF Apprentices in Hawaii's Renewable Energy Landscape

Hawaii is not just a paradise of natural beauty but also a burgeoning hub for sustainable construction. The islands are making significant strides toward a greener future, aligning with Hawaii's Clean Energy Initiative pledge to achieve 100% renewable energy by 2045. This ambitious goal underscores the importance of the construction industry in building sustainable infrastructure to support Hawaii's energy transition.

This involvement is crucial to help offset current waste production across a spectrum of industries and aims to improve the environmental footprint across all islands. Oahu alone produces 2.2 million tons of waste annually, a third of which comes from the construction and demolition industry [Hawaii Department of Health, Construction and Demolition (C&D)].

Acknowledging the construction industry's contribution to waste production, efforts to offset this impact are essential. By creating eco-friendly structures such as wind and solar farms, the construction industry not only leverages its talent but also works toward outcomes that mitigate its environmental footprint.

HCATF apprentices play a direct role in this initiative through their work with Enable Energy Labs, a subsidiary of BayWa r.e. Power Solutions, which is leading the charge in solar-powered farm projects on Hawaii Island, Maui, and Oahu. These apprentices are at the forefront of the renewable energy revolution, contributing hands-on to the development of sustainable infrastructure that aligns with Hawaii's clean energy goals.

Embracing Technology for Sustainability

One often overlooked aspect of sustainability in construction is the use of technology. Sonia Kumar, HR Manager at BayWa r.e. Power Solutions, Inc., from Enable Energy, pointed out the shift towards digital processes in the company's operations, aiming to be paperless and reduce

waste. This move not only enhances efficiency but also aligns with the broader goal of sustainability. However, this technological shift presents challenges, especially for those not accustomed to digital tools. Enable Energy is committed to supporting their employees in this transition, recognizing that the adoption of technology is crucial for advancing sustainability in the industry.

The Waikoloa Solar + Storage Project: A Pioneering Initiative

In line with BayWa r.e.'s commitment to sustainability, the company has successfully completed the AES Waikoloa Solar + Storage Project on Hawaii Island and is now focusing on new ventures. Currently, the Kuihelani project on Maui is underway, representing another significant collaboration with AES, a major player in sustainable energy projects. This project underscores the company's dedication to creating solar energy solutions and enhancing distribution across the Hawaiian Islands.

Additionally, BayWa r.e. is making progress on another project in Waianae on Oahu. This project commenced in mid-2022 and is expected to reach completion by mid-2023. Kumar, highlighted the importance of HCATF apprentices in these projects, stating, "Apprentices are a big part of our day-to-day work...they help with everything from leveling the land to installing the panels."

These ongoing projects continue to embody BayWa r.e.'s approach to renewable energy, which is deeply rooted in sustainable building practices. By focusing on reducing energy costs, enhancing resilience, and achieving sustainability and carbon reduction goals, the company ensures that its projects not only meet clients' needs but also contribute positively to Hawaii's environmental and energy objectives.

Navigating Challenges and Reaping Benefits

While sustainable construction offers significant benefits

such as energy cost reduction, improved resilience, and a smaller carbon footprint, it also presents challenges such as initial investment costs, technological limitations, and the need for skilled labor. Kumar emphasized the importance of specialized training for apprentices, particularly in solar installation, to ensure safety and proficiency on the job site. "Most of the apprentices that we get usually do not have specific experience in solar installation," she noted, highlighting the need for introductory courses in solar installation and construction safety.

The company's projects often require handling solar-specific equipment and materials, necessitating training in handling solar panels and operating large equipment like forklifts. Kumar pointed out the importance of certifications like the OSHA 10-hour construction class, which is a mandatory requirement for all apprentices working on their projects. "That OSHA 10 certification is incredibly important," she said, underscoring its role in ensuring safety on the job site.

Moreover, the peak periods of construction projects can employ about 100 workers on-site, providing ample opportunities for apprentices to gain hands-on experience. Kumar also highlighted the unique aspect of transitioning workers from one project to another, often across different islands, which contributes to a meaningful and enriching experience for the employees. "It's really incredible when employees are willing to go to a different island to continue working for us," she remarked, reflecting on the sense of accomplishment and growth that comes with such opportunities.

Impacting Hawaii's Environment and Communities

The positive effects of sustainable building practices extend beyond environmental benefits. Projects like the AES Waikoloa Solar + Storage Project not only generate renewable energy but also contribute to reducing the island's reliance on fossil fuels, lowering energy costs, and supporting local job creation. The community's enthusiasm for sustainable energy further propels these projects forward. Kumar noted, "The community's interest

and wanting to have sustainable energy is usually very beneficial...it helps move forward with the project."

The integration of sustainable energy projects into Hawaiian communities goes beyond just the technical aspects; it involves a deep respect for the local culture and traditions. Kumar highlighted the importance of cultural practices in the success of these projects, mentioning, "There's a big component of just the Hawaiian culture that helps move forward with the project." This includes involvement from local leaders, such as mayors, and traditional ceremonies like ribbon-cutting and blessings before construction begins. These cultural elements not only foster a sense of ownership and pride within the community but also strengthen the connection between the people and the renewable energy initiatives. By weaving these projects into the fabric of Hawaiian culture and community, BayWa r.e. and HCATF apprentices are not just building solar farms; they are nurturing a sustainable future that honors the island's heritage and values.

Charting the Course for the Future

BayWa r.e.'s ongoing dedication to renewable energy development indicates that future projects will continue to prioritize sustainability. While details of upcoming initiatives are yet to be disclosed, the company's track record and the involvement of HCATF apprentices in their projects promise a bright future for sustainable construction in Hawaii.

The partnership between BayWa r.e. and HCATF apprentices is actively shaping a sustainable future for Hawaii. Their hands-on involvement in projects like the Waikoloa Solar + Storage Project places them at the forefront of the renewable energy revolution, contributing to a greener, more resilient Hawaii. As Sonia Kumar aptly put it, "It's creating the understanding...a lot of people are appreciative or receptive to it." The synergy of apprentices' skills and sustainable practices is not just building solar farms; it's laying the foundation for a sustainable legacy that will benefit generations to come.





Building New Futures: HCATF's Carpenter Correctional Facilities Program

In the heart of our community, the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) is pioneering a transformative initiative that's reshaping lives and offering new horizons. The Carpenter Correctional Facilities Program, a partnership with the Hawaii Department of Corrections and Rehabilitation and Honolulu Community College (HCC), is a beacon of hope and a testament to the power of second chances.

This innovative 6-week pre-apprenticeship program at Waiawa Correctional Facility (WCF) is designed to equip inmates with essential carpentry skills, providing them with a direct pathway to the Hawaii Carpenters Apprenticeship Program upon their release. Kerry Iwashita, the Education Supervisor at WCF, shares his insights into the program's impact and its ripple effect on the community.

A New Pathway to Opportunity

The new program targets individuals nearing their release, offering them a chance to pivot towards a promising future. "WCF serves as a transition facility where vocational programs are in high demand," explains Iwashita. "With over 100 individuals signing up, narrowing the roster down to just ten was quite challenging. Yet, we achieved a commendable enrollment of a highly motivated class."

Iwashita commented on the completion rate: "It's rare to have a program start with the max occupancy or the max roster list, and then end with the max roster list...sometimes guys will lose interest in the program and will spiral out. So, it's rare to have 10 out of 10 completions, which is pretty much what we had."

Iwashita credits the value of the program itself as a primary factor for the high retention rate. "The majority of the guys interested in the program understand this is a big opportunity. If they are fast-tracked into a union - even though maybe not be guaranteed jobs - they know that it is a solid paying job, something that's relatively stable and with

benefits, and it's something they probably won't be able to pick up otherwise...The guys understand the value."

The Power of Partnership

The collaboration between HCATF, WCF, and Honolulu Community College is a testament to the power of collective effort. Iwashita's role primarily involves ensuring the smooth operation of the program and maintaining a conducive environment for learning. "Our warden is very supportive of vocational programs...we actually got a building to house everything to work in," he shares.

"Our warden hasn't denied any requests that they've made (for the program). He even said if we wanted to expand the allotted storage building as part of the project for the program, they can make that happen. We'd just need to write a proposal and send it off for his approval."

Iwashita also praised the warden's efforts to run security throughout the duration of the program, and even provide additional support to accommodate the students, such as making exceptions for them to eat meals outside of regularly schedule times to accommodate classes.

Impact Beyond the Walls

The success of the program is evident in the participants' enthusiasm and commitment. "The guys see the value of vocational programs...they understand that they're picking up a useful skill that translates into consistent income," Iwashita notes. This initiative not only provides inmates with a viable career path but also addresses the broader issue of recidivism by integrating them back into society as productive members.

The impact is so important Iwashita notes, because this population - and any incarcerated individual - tends to not be looked at. "It is a forgotten population, especially when it comes to work. These guys are the ones that wash dishes, build our walls, build foundations, do a lot of the manual hard

labor and they do want to better themselves. We just need to provide them the opportunity.”

Looking Ahead

With one additional cohort planned, the future of the program looks promising. Iwashita expresses hope for expansion and continued support from HCATF. “I’m really hoping that in the future, we get more programs like this,” he says. “In terms of expanding, that would be great. I would be all for it if we run multiple programs at the same time, but I haven’t heard anything of that nature being in the works yet.”

Iwashita continued by saying, “The primary programs the guys want are our vocational programs because they understand it makes sense. If they’re going to take an educational program, it should be something that they can use outside that will actually help them.”

Overcoming Challenges and Embracing Opportunities

The program has faced its share of challenges, particularly as it’s the first of its kind in carpentry at WCF. “There’s more tool use, so there are restrictions and other things we had to overcome to get the program rolled out,” Iwashita explains. The facility has a tool control sergeant and a dedicated department to handle these logistics, ensuring that security and safety are maintained.

The potential for expanding the program to other facilities and demographics is on the horizon, with HCATF planning to roll out a similar program at a female correctional facility. This development is particularly exciting as it aims to attract

the female demographic, which has traditionally been underrepresented in trades like carpentry. It highlights the program’s commitment to inclusivity and its broad-reaching impact.

The Crucial Role of Vocational Programs

Iwashita emphasizes the importance of vocational programs in providing a career pathway for inmates. “The goal of these programs is to help our population find a career tangible pathway...if it doesn’t actually translate to a job or career path, or if it doesn’t have the support to do so, then it doesn’t really make sense,” he says. The program’s success is attributed to its ability to offer a tangible skill set that translates into stable and well-paying jobs, a crucial factor for individuals who have faced employment challenges in the past.

A Call for Continued Support and Expansion

As the Carpenter Correctional Facilities Program continues to evolve, there’s a clear call for continued support and expansion. This initiative is not merely a training program; it’s a lifeline that offers individuals a second chance and a brighter future. Its impact resonates beyond the direct beneficiaries, enhancing the overall well-being and prosperity of our community. By investing in the potential of these individuals, HCATF is not only forging new futures but also strengthening the very foundation of our society.

HCATF is proud to announce the program’s reach now includes a parallel initiative at the Women’s Community Correctional Center in Kaneohe, which currently empowers eight participants through a similar partnership.



Hands-on training at Waiawa equips participants with practical skills, forging pathways to new careers and fresh starts.



Participants master detailed planning, a cornerstone skill for their trade and successful workforce reentry.

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 apprenticeship community. Tag us in your posts for a chance to be featured on our pages.



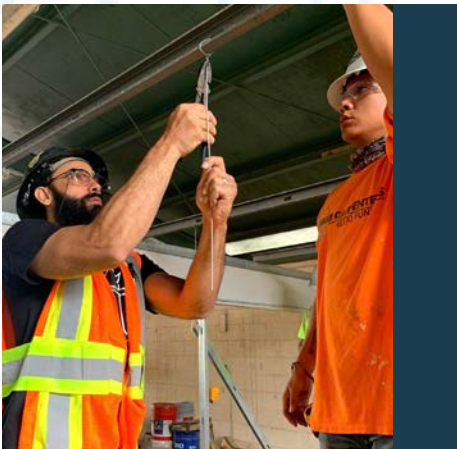
CONNECT WITH US!

Follow HCATF and use our hashtag to join the conversation!

@hcatfhawaii | #hcatfhawaii

elevating success

Kauai apprentices soar to new heights, mastering aerial lift skills with hands-on training. From safety protocols to precise maneuvering, they're building a solid foundation for their future. **#SkillGrowth**



teamwork in action

Apprentices learn more than just skills; they're mastering teamwork. By collaborating in class, they tackle challenges and learn to lead. **#Teamwork**



guiding excellence

Instructors provide expert guidance and hands-on training in class. They not only teach skills but also foster teamwork and confidence, shaping the future of the trades. **#MentorshipMatters**

Journeymen Upgrade Courses 2024 Upcoming Schedule

2ND QUARTER

 April, May & June Courses
 #hcattraining | #upgradeyourskills

KAUAI

| COURSE | START |
|-----------------------------|-------|
| Aerial Lift..... | 04/06 |
| Armstrong | 04/06 |
| AutoCAD..... | 04/01 |
| Basic Computer..... | 04/01 |
| Confined Space..... | 04/27 |
| Fall Protection..... | 04/20 |
| Fall Protection..... | 06/08 |
| Firestop | 06/15 |
| Forklift Certification..... | 05/25 |
| OSHA 10..... | 04/29 |
| OSHA 30..... | 04/29 |

OAHU

| COURSE | START |
|-----------------------------|-------|
| Aerial Lift..... | 04/20 |
| Aerial Lift..... | 05/11 |
| Aerial Lift..... | 06/22 |
| Armstrong | 04/06 |
| AutoCAD..... | 04/01 |
| Basic Computer..... | 04/01 |
| Confined Space..... | 04/06 |
| Door Hardware..... | 04/06 |
| Fall Protection..... | 04/27 |
| Fall Protection..... | 06/01 |
| Fall Protection - 24hr..... | 04/27 |
| Firestop | 06/15 |
| First Aid & CPR..... | 04/11 |
| First Aid & CPR..... | 05/09 |
| First Aid & CPR..... | 06/22 |
| Forklift Certification..... | 04/13 |
| Forklift Certification..... | 05/18 |
| Forklift Certification..... | 06/15 |
| ICRA | 05/07 |
| ICRA | 06/01 |
| OSHA 10..... | 04/29 |
| OSHA 10..... | 06/10 |
| OSHA 30..... | 04/29 |
| OSHA 30..... | 06/10 |
| Scaffold Erector | 03/06 |
| Scaffold Erector | 03/09 |
| Scaffold Erector | 06/03 |
| Scaffolding..... | 04/20 |
| Scaffolding..... | 05/11 |
| Scaffolding..... | 06/15 |
| Silica Awareness..... | 04/18 |
| Silica Awareness..... | 05/23 |
| Silica Awareness..... | 06/20 |
| Solar Installer | 04/06 |
| Total Station | 05/11 |
| Welding | 03/07 |

MAUI

| COURSE | START |
|-----------------------------|-------|
| Aerial Lift..... | 04/20 |
| Fall Protection..... | 04/13 |
| Fall Protection..... | 05/11 |
| Fall Protection..... | 06/22 |
| Firestop | 06/15 |
| First Aid & CPR..... | 04/03 |
| First Aid & CPR..... | 05/01 |
| First Aid & CPR..... | 06/08 |
| Forklift Certification..... | 04/06 |
| Forklift Certification..... | 05/11 |
| Forklift Certification..... | 06/15 |
| OSHA 10..... | 06/10 |
| OSHA 30..... | 06/10 |
| Scaffold Erector | 03/09 |
| Scaffolding..... | 06/15 |

KONA

| COURSE | START |
|-----------------------------|-------|
| Aerial Lift..... | 06/15 |
| Door Hardware..... | 04/06 |
| Fall Protection..... | 04/13 |
| Fall Protection..... | 06/15 |
| Firestop | 06/15 |
| Forklift Certification..... | 04/13 |
| ICRA | 06/01 |
| OSHA 10..... | 06/15 |
| OSHA 30..... | 06/15 |
| Silica Awareness..... | 04/06 |
| Solar Installer | 04/06 |

HILO

| COURSE | START |
|-----------------------------|-------|
| Aerial Lift..... | 05/04 |
| Fall Protection..... | 05/04 |
| Firestop | 06/15 |
| First Aid & CPR..... | 06/08 |
| Forklift Certification..... | 04/20 |
| OSHA 10..... | 05/11 |
| OSHA 30..... | 05/11 |
| Scaffold Erector | 03/16 |
| Scaffolding..... | 05/04 |
| Total Station | 05/11 |

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

2024 Hilo Construction Career Day

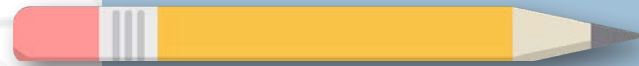
Last month, the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) was thrilled to be a part of the inspiring Construction Career Days event in Hilo. Held February 23, 2024, this event brought together high school students from grades 9-12 to explore the vibrant world of construction. It was a day filled with hands-on learning, where students could get a real feel for the tools and techniques that shape our industry.

At HCATF, we're passionate about opening doors to new opportunities for young people, and Construction Career Days was the perfect platform to do just that. Our team was there, sharing information about our apprenticeship programs and the rewarding career paths available in carpentry and construction. It was a fantastic opportunity for us to connect with the next generation of builders and show them the ropes.

We believe in the power of hands-on experience, and this event was all about giving students a taste of what it's like to work in the construction industry. From operating heavy equipment to participating in interactive workshops, the students had a chance to dive into the action and see what their future could hold.

Construction Career Days in Hilo was more than just an event; it was a chance for HCATF to engage with our community and help shape the future of the construction industry in Hawaii. We're looking forward to the next opportunity to inspire and guide young minds toward fulfilling careers in construction.

TAKE NOTE



2024 SUMMER INTERNSHIP

Applications for our summer internship program have closed. We look forward to welcoming our new interns and providing them with valuable hands-on experience in the construction industry. Stay tuned for more details on their journey!

GOOD JOBS HAWAII SPRING COHORT

The spring cohort for the Good Jobs Hawaii Carpentry program is underway! Keep an eye on the Good Jobs Hawaii website for updates on how to apply and take the first step towards a rewarding career in carpentry.

SAFETY REMINDER

As we continue to work on various projects, let's keep safety at the forefront. Remember to wear appropriate personal protective equipment (PPE) and follow all safety protocols.



TRADE TIP

PROFESSIONALISM WITH POWER TOOLS

Always prioritize safety when working with power tools. Make sure you use the correct tool for the task, wear appropriate protective gear, and follow all safety protocols to prevent accidents on the job site.



20 24

JOURNEYMEN

RECOGNITION

CEREMONY

save the date

**SATURDAY, JUNE 1ST, 2024
10:00 AM**

Mark your calendars for a day of honor, inspiration, and camaraderie as we acknowledge the hard work and dedication of our apprentices who have reached the milestone of journeyman status.

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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