

News from the Hawaii Carpenters Apprenticeship & Training Fund



Hands-On Practice

Stella Barker hones her carpentry skills using a miter saw during a hands-on training session at Radford High School.



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Forging Pathways: How HCATF is Shaping Future Careers in Hawaii's Schools

For more than five years, HCATF has been reshaping education in Hawaii by forging strong partnerships with local schools. Launched in 2017, this initiative connects students to the Career Connections program, which integrates classroom learning with practical, hands-on experience in the construction trades. With 32 active partnerships today, the program serves as a critical link between education and industry, providing students with a direct path to careers and preparing them for workforce success in the trades.

Building Pathways in the Classroom

The Career Connections program is more than just a technical curriculum; it's a pathway. High school students, traditionally immersed in subjects like math and language arts, are now integrating carpentry, safety, and life skills into their daily lessons. From understanding blueprints to learning OSHA standards, students gain a comprehensive view of what it takes to succeed in the construction industry.

For teachers, the program comes equipped with structured lesson plans, instructional materials, and ongoing support from HCATF's coordinators. This enables educators to seamlessly incorporate construction-focused





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

As we move into the fall season, we are reminded of the vital role education plays in shaping our future workforce. In this edition of Haumana, we are focusing on how HCATF continues to drive innovation in education and career development through our partnerships and programs that directly impact the lives of students and our industry.

Our Career Connections program has been a cornerstone of this effort, providing high school students across Hawaii with hands-on experience that bridges classroom learning with real-world application. Through this program, students are gaining invaluable skills and insights into the construction trades, setting them on a clear path to success.

In this issue, we also highlight Construction Career Days, an annual event that offers young people the opportunity to explore careers in construction through interactive experiences. This event continues to grow, inspiring the next generation of tradespeople who will help build a brighter future for Hawaii.

Finally, we showcase the UH Housing Project, Hale Haukani, by Swinerton, a project that not only addresses critical housing needs for university students but also underscores the importance of union labor in delivering high-quality results. This project exemplifies the power of collaboration between education and industry, providing training opportunities for our apprentices while benefiting the community.

As we continue to invest in the education of Hawaii's youth and the development of our workforce, we remain committed to fostering partnerships that make a difference. Thank you for your ongoing support as we work together to build a strong and sustainable future for our industry.

With Aloha,

Edmund C. Aczon
HCATF Executive Director

Forging Pathways *Continued*

learning into their existing curriculum. And for students, it means exposure to career possibilities they may not have otherwise considered.

Since its launch, Career Connections has expanded from a modest pilot program in just three schools to a robust network that spans Oahu, Maui, Kauai, and the Big Island. In many of these schools, the program has already become a central part of the curriculum, allowing students to explore career paths they hadn't previously imagined.

Success Stories: from Classroom to Job Site

The value of these partnerships goes beyond the classroom. Students who participate in the Career Connections program often go on to apply for HCATF's highly sought-after Summer Internship. This internship places students directly on construction sites, where they can gain valuable real-world experience working alongside seasoned industry professionals.

Peahi Kalilikane of Aiea High School was a 2024 summer intern who transitioned from Career Connections to the internship. Peahi, like many others, turned classroom learning into a tangible career pathway, finding success not just in the classroom but on the job site as well. Reflecting on the experience, Peahi said,

"This summer internship gave me more confidence and courage to really think about my future. With this, I'm 100% more confident that I will continue to strive to be a carpenter."

In fact, the collective experience of the summer interns was overwhelmingly positive. In their post-internship surveys, students described the internship as a once-in-a-lifetime opportunity that contributed to both their professional and personal growth. Many expressed a strong interest in continuing their journey in carpentry and drywall, approaching it with a positive mindset. A common piece of advice they shared for future interns was the importance of being teachable. Impressively, all students rated a five (strongly agree) when asked if they would recommend the summer internship to other high school students.

Expanding to Middle Schools

Looking to the future, HCATF is expanding its educational efforts by introducing the Career Connections curriculum to middle schools. This forward-thinking approach aims to expose younger students to the construction trades, allowing them to gain foundational skills before they even enter high school.

Middle school partnerships will focus on offering introductory-level courses in carpentry and related fields, giving students a taste of the trades while fostering an early interest in the construction industry. The goal is to build a pipeline that leads directly from middle school through high school and into HCATF's apprenticeship programs.

By offering early exposure, HCATF is positioning itself not just as a workforce development leader but as a catalyst for long-term change in how construction is perceived by young students. These middle school initiatives are designed to ensure that even the youngest students recognize that a future in construction is both viable and rewarding.

The Importance of Partnership: A Community Effort

The success of Career Connections and its impact on Hawaii's workforce would not be possible without the vital support of local schools and the broader community. HCATF's partnerships are founded on the belief that education and industry can - and should - work together to build a stronger future. When schools, unions, and industry leaders collaborate, the result is a more skilled and prepared workforce.

Kapuni Patcho, HCATF Training Coordinator and Instructor at Radford High School, highlights the benefits for students:

"The value for our students is that it provides hands-on experience, insight into real-world applications, and mentorship opportunities that can help shape their future careers. For our construction partners in the industry, this collaboration creates a pipeline of prepared and motivated students to join the industry."

Similarly, Wendell Tashiro underscores the mutual benefits of this collaboration, stating,

"The partnership between Career Connections and HCATF creates a mutually beneficial environment for all involved. The construction industry benefits from a steady supply of skilled workers, while our students gain valuable employment opportunities and the chance to contribute to the growth of our state. This collaboration not only strengthens our economy but also keeps our Ohana in Hawaii."

These partnerships have the potential to transform the lives of Hawaii's students, offering them a clear path to

a sustainable and rewarding career. As HCATF continues to expand and strengthen these relationships, the outlook for Hawaii's construction workforce grows brighter with each passing year.



Kelsyn Stefanik of Radford High School, sharpens her skills using a bandsaw during a hands-on carpentry training session, gaining valuable, real-world experience.



Charles Reid-Selth, also from Radford, carefully measures wood for a project, learning the essential skills of carpentry in a class focused on future career pathways.

Inspiring Future Builders: Construction Career Days 2024

www.hicarpenterstraining.com

September 19-20, 2024, marked another successful year for Construction Career Days, an event that has quickly become one of the most anticipated educational experiences for students interested in the construction industry. Hosted annually by nonprofit organization Hawaii Construction Career Days, the event provides middle and high school students from across Hawaii with a unique, hands-on introduction to careers in the trades.

A Hands-On Experience for Hawaii's Future Builders

The energy at this year's event was palpable as students were given the chance to engage directly with professionals from the industry. From interactive demonstrations of heavy machinery to workshops on electrical wiring and carpentry techniques, students were immersed in real-world applications of the skills needed to thrive in construction.

One of the event's highlights is the opportunity for students to try their hands at various trades. This year, students were able to operate equipment under the guidance of experienced HCATF Training Coordinators and volunteers, competing in timed challenges at hands-on stations that included measuring, drywall screwing, hammering, sawing, and virtual welding.

For many students, Construction Career Days is their first experience with the trades.

"We've seen a lot of lightbulb moments at this event," said HCATF Training Coordinator Darrell Seto. "Students come in thinking they're just here to check things out,

but by the end of the day, a lot of them leave knowing this is something they want to pursue."

Bridging the Gap Between Education & Employment

The primary goal of Construction Career Days is to inspire the next generation of construction professionals, but the event does much more than that. It serves as a critical connection point between students and the local construction industry, which is always on the lookout for new talent.

Students are given the chance to network with professionals from companies across the islands, learn about the different pathways into the trades, and even hear firsthand about apprenticeship opportunities from HCATF representatives.

This event has become a cornerstone in HCATF's efforts to attract young talent to the construction trades. By providing an immersive, interactive experience, Construction Career Days helps to bridge the gap between education and employment, showing students that a career in construction is both achievable and rewarding.

The Impact on the Local Industry

The construction industry in Hawaii is facing a growing demand for skilled workers. Events like Construction Career Days play a pivotal role in addressing that demand by showcasing the trades as a viable career option.

"Construction Career Days is an integral part of the construction pathway for the DOE. There are two programs of study the students can take within the high schools. They take these courses to either get direct entry into an apprenticeship or post-secondary education within the construction industry. Coming out to this event and talking with industry professionals is very valuable for these students," said Troy Sueoka, CTE Specialist for the Hawaii Department of Education.

For contractors, the event offers a unique opportunity to meet and inspire the next generation of workers.

"I support this event because it provides students with a hands-on approach to seeing the construction industry by riding the equipment, molding the cement, and other activities. Maybe college isn't a path for them, but they have options here," added State Representative Tyson Miyake.

In recent years, Construction Career Days has also become a powerful recruitment tool for HCATF's apprenticeship programs. Many students who attend the event leave with the knowledge to apply for apprenticeships, seeing the trades as a fulfilling alternative to traditional four-year college degrees.

Looking Ahead

As Construction Career Days continues to grow, HCATF remains committed to providing students with the tools and resources they need to succeed in the construction industry. With each passing year, the event has a deeper impact on both the students who attend and the industry professionals who participate.

The success of this year's event is a testament to the power of hands-on learning and real-world experience. As Hawaii's construction industry continues to expand, events like Construction Career Days will play an increasingly important role in shaping the workforce of tomorrow.

Mahalo to DeWalt for their generous participation and donation of prizes, helping to make this year's event even more exciting and rewarding for the students. Your support continues to inspire the next generation of tradespeople!



Hands-on Learning: High school and middle school students got hands-on with carpentry tools, learning basic techniques in a series of games at Hawaii Construction Career Days.



Precision Learning: A high school student practices drilling screws into drywall, gaining hands-on experience with essential construction skills.



School Pride: Students from across the island gathered to explore and learn about career paths in carpentry, drywall, and more at Hawaii Construction Career Days.



Focused & Determined: Students tried their hand at HCATF's drywall station to learn trade skills.



Future Builders: A middle school student gets experience with a hand saw.



Coming Full Circle: HCATF apprentice and event volunteer Leanne poses with her former teachers.




Precision & Practice: A high school student learns foundational skills needed for drywall.



Group Spirit: Middle school students pose in front of the HCATF tent.



Building Confidence: A young, middle school student practices hammering under the guidance of industry professionals. Mahalo to all our volunteers who helped make this event safe and successful!



Building the Next Generation: Career Connections & the Path to Success

Students were all smiles as they posed with their fellow interns and dedicated instructor after receiving their certificates at this summer's recognition ceremony.

As students sharpen their pencils and settle back into classrooms this fall, 25 high schoolers are already a step ahead - armed not with notebooks, but with hard hats, steel-toed boots, and hands-on experience that's setting them up for a future in construction. These students spent their summer working on some of Hawaii's most ambitious construction projects, all thanks to the Career Connections Summer Internship program.

The summer internship is part of the broader Career Connections initiative - a nationwide program led by the United Brotherhood of Carpenters (UBC) and the Carpenters International Training Fund (CITF). It's not just about hammering nails and pouring concrete; it's about building pathways. Introduced to Hawaii by the Hawaii Carpenters Apprenticeship & Training Fund (HCATF) in 2017, Career Connections has expanded from a modest pilot in three schools to a network of 32 partner schools across the islands. At its core, the program is designed to bridge classroom learning with real-world application, guiding high school students into the trades.

Career Connections: Bridging Education & Opportunity

The program provides teachers with lesson plans, instructional materials, and a support system that turns high school courses into springboards for success in the trades. Students who complete these courses in Hawaii can

apply for the HCATF Summer Internship - a paid, six-week experience that places them side by side with industry veterans on active construction sites.

Launched in 2019, the summer internship quickly became a hallmark of Hawaii's Career Connections program. It's more than just a summer job; it's a gateway to certifications, career networks, and the kind of experience that only comes from getting your hands dirty on real-world projects. This year, interns got a taste of the action on projects across Oahu, Maui, and - for the first time - Lanai. From state-of-the-art mixed-use developments to critical infrastructure projects, the opportunities are as diverse as the islands themselves.

Highlights from the 2024 Internship

This summer's cohort of 25 students didn't just clock in and out - they dove headfirst into a training process that started with 40 hours of preparatory work, covering everything from OSHA 10 certifications to First Aid/CPR and essential tool safety. Armed with this foundation, they spent six weeks shadowing seasoned journeymen and field supervisors, getting an insider's view of what it really means to be a construction professional.

The students had the chance to work with some of Hawaii's most established contractors, including Artistic Builders (Maui), Bruce Matson, Gill Construction, Group Builders,

Hawaiian Dredging, Albert C. Kobayashi (Oahu and Maui), Nordic PCL, Shioi Construction (Oahu and Maui), Swinerton, and Unlimited Construction. Their contributions spanned landmark projects like Hawaii's first Amazon facility, the Hawaii State Veterans Home, and the University of Hawaii at Manoa's Mixed-Use Housing Project.

One standout participant, Makana Dayton - a Radford High School graduate - interned with Swinerton and worked on high-profile projects like the International Market Place, UH Manoa, and Waikiki Beachcomber.

"I gained a lot of knowledge and experience from this program," Dayton said. "It wasn't easy, but it opened many doors for me. I'm passionate about staying in the trade and joining the union."

The 2024 group included two female graduates, highlighting ongoing efforts to create a more inclusive environment in the trades. While six women have completed the program over the past five years, this is just the start. HCATF is committed to growing these numbers, proving the trades are open to all and building a pathway for future female leaders in the industry.

Measuring Success: The Impact of Career Connections

Makana's story and those of the program's female trailblazers are just a few examples of Career Connections' lasting impact. Since the summer internship's launch in 2019, 100 students have completed the program, with 63 joining HCATF's apprenticeship program. Of those Career Connections and Summer Internship graduates, 73% now proudly serve as members of the Hawaii Regional Council of Carpenters, contributing to Hawaii's evolving landscape.

Contractors have nothing but praise for the program's ability to produce work-ready apprentices. As Derrick Apilado of Swinerton Builders notes,

"I think this Summer Internship was the most successful one yet. I'm proud that Swinerton takes part in youth development programs. I believe early mentoring opens better opportunities to instill stronger core values, ethics, skills, and safety culture. I enjoy this program because it gives the opportunity to coach and set expectations with students entering the trade, which results in higher retention."

The positive feedback is a testament to the program's ability to balance education with industry needs, ensuring that every graduate is equipped not just for a job, but for a career.

Looking Ahead

The Summer Internship is a launchpad for Hawaii's future workforce. With a strong foundation, ever-expanding partnerships, and a curriculum that adapts to meet industry demands, the program isn't just preparing students - it's inspiring them to see the trades as a fulfilling career path.

HCATF Training Coordinator Kapuni Patcho who plays a key role in the internship program, couldn't be prouder of what the students have achieved.

"This program has been incredibly successful for the union, the trades, and the construction industry. It gives students a taste of real-world experience, helps them explore construction as a career, and lets them earn a living wage while learning essential skills."

As we wrap up another successful year of the Career Connections Summer Internship, we're reminded that the path from high school to a career in the trades isn't just a straight line - it's a bridge. And that bridge is leading Hawaii's youth toward brighter futures and a stronger workforce, while building lasting infrastructure for the community.



Makana Dayton, of Radford High School, brought his skills to major local projects, making a strong impact on sites across Honolulu.

A Union of Excellence: Swinerton's UH Housing Project & Its Community Impact

The University of Hawaii's Housing Project, a massive undertaking led by Swinerton, represents a critical investment in both the future of higher education and the local construction industry. As housing costs continue to rise across the islands, UH's commitment to providing affordable, on-campus housing is vital for its students. But beyond the project's immediate impact on the university, it also serves as a powerful example of the importance of union labor in delivering high-quality, community-focused infrastructure.

Swinerton's Role

As one of Hawaii's premier construction firms, Swinerton has been at the forefront of the UH Housing Project, Hale Haukani, bringing with them a wealth of experience and a commitment to excellence. The project has been an opportunity not only to meet the growing demand for student housing but also to showcase the advantages of using union labor.

"We've been fortunate to partner with the carpenters' union over the past three years, and the results have been exceptional," said Ocean Kim, Swinerton Operations Manager. "Contrary to common misconceptions about younger generations lacking the skills for construction, we've found the opposite. Each year, we welcome outstanding interns into our team, many of whom stay on and grow within the company. Some have even emerged as potential future leaders. The union has done an incredible job training and identifying individuals who are not only skilled but show great promise for long-term success."

Swinerton's partnership as an HCATF signatory contractor and Career Connections Summer Internship host has allowed for the seamless integration of Career Connections interns into the workforce. Two summer interns and seven drywall apprentices have worked on this project, gaining invaluable industry experience. These young, motivated students have had the opportunity to work alongside seasoned professionals on-site, gaining hands-on experience in a high-stakes, real-world environment.

As Swinerton continues to push the boundaries of design and efficiency with Hale Haukani, the team is particularly proud of some unique features that set the project apart. Kim, highlighted one of the key innovations:

"One of the more innovative aspects of the design is the near elimination of air conditioning. The project employs a low-tech, high-performance solution, integrating traditional lanais and vertical screen shading, supplemented by internal fans. This approach not only

reduces energy costs but also defers maintenance and lowers initial construction expenses, all while ensuring that on-campus housing remains affordable for the graduate students and faculty who will reside there.”

This forward-thinking design is a testament to how thoughtful construction can enhance sustainability while addressing the community's need for affordable housing solutions.

[A Learning Opportunity for Career Connections Interns](#)

For many of the Career Connections interns involved in Hale Haukani, this has been their first experience working on a large-scale construction site. The project, which encompasses two towers - one 12 stories and the other 18 - will feature 316 units ranging from studios to four-bedroom apartments, providing a total of 558 beds. This \$170 million facility has provided an invaluable learning environment for interns and apprentices.

The interns' work on this project has not only given them a deep understanding of the technical aspects of construction but has also allowed them to see firsthand the impact their work can have on the community. By providing much-needed housing for UH students, these interns are helping to build a better future for both the university and the state of Hawaii.

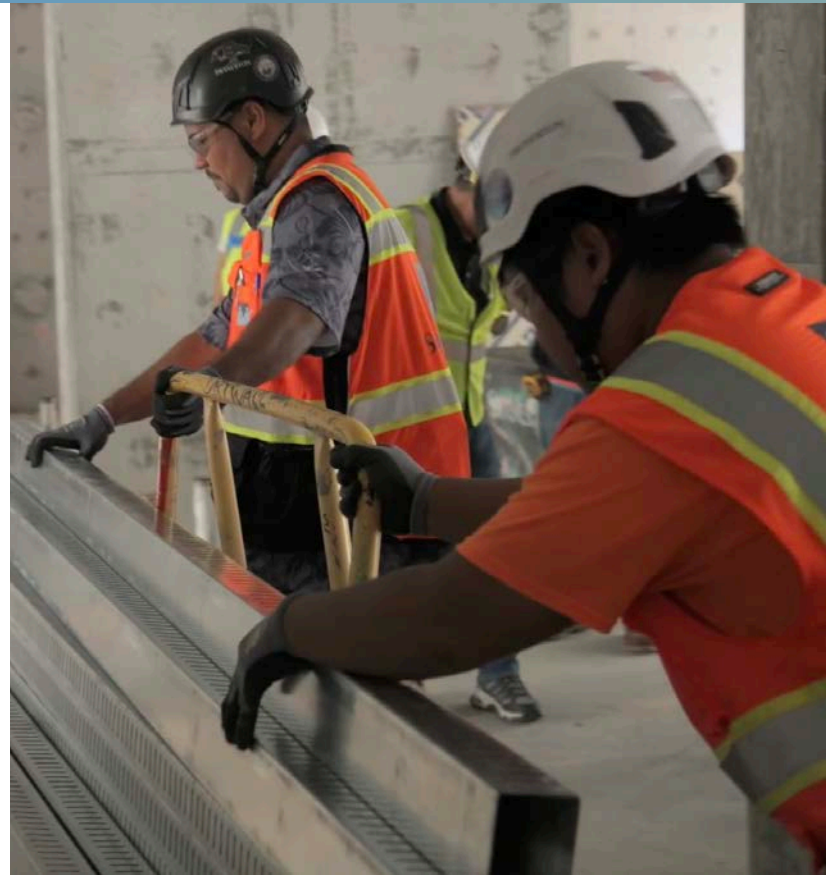
[Union Labor & the Importance of Community Projects](#)

The Hale Haukani Project has also highlighted the benefits of using union labor for large-scale infrastructure projects. Union workers bring with them not only the technical skills needed to execute complex projects but also a deep commitment to quality and safety.

For UH, this project serves as an important opportunity to demonstrate the value of union work.

“The Hale Haukani Project has truly highlighted the value of both our apprentices and interns in large-scale construction,” said Edmund Aczon, HCATF Executive Director.

“These individuals bring not only technical expertise but also a dedication to quality, safety, and community.



Interns collaborate on-site at the UH Housing Project, gaining hands-on experience in a large-scale construction environment.



Intern Makana Dayton receives valuable guidance from Swinerton's Wayne Sanchez, highlighting the mentorship in apprenticeship.

By utilizing skilled apprentices and motivated interns, we ensure that projects like this not only meet but exceed expectations in terms of craftsmanship and impact. It's a testament to the strength of collaboration between our apprenticeship program, our interns, and the contractors, setting a standard for future projects across the islands."

Hale Haukani not only meets the growing demand for affordable student housing but also creates a significant positive impact on the campus community. Kim highlighted how this project addresses multiple pressing needs for UH students:

"This project will provide UH students with new and additional housing opportunities right on campus. Beyond just adding more rooms, it will have a long-lasting impact on the campus by addressing key needs, including providing more quality and affordable housing options, on-campus childcare, and additional retail services."

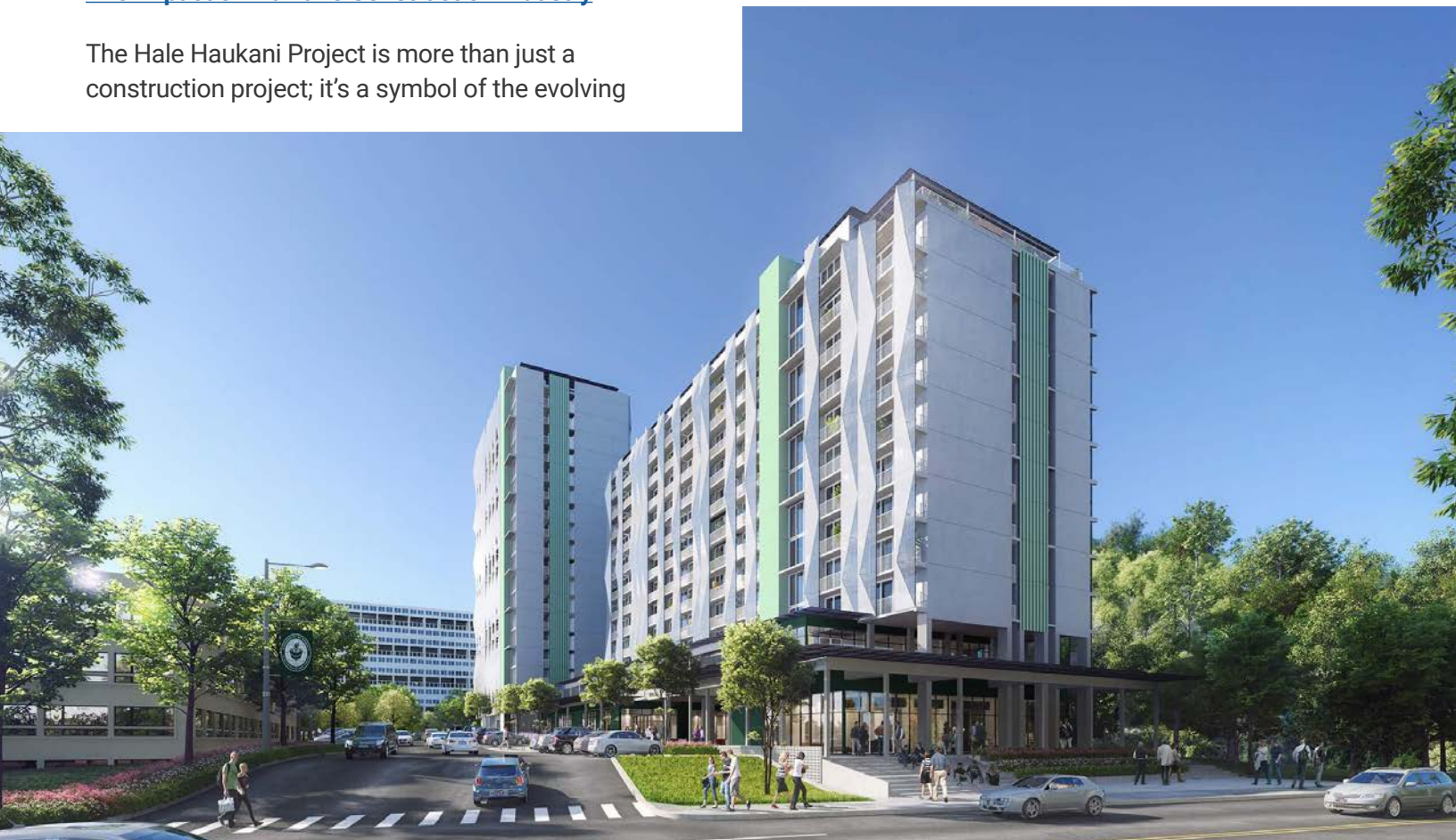
The Impact on Hawaii's Construction Industry

The Hale Haukani Project is more than just a construction project; it's a symbol of the evolving

relationship between Hawaii's educational institutions and the local construction industry. By investing in union labor and integrating apprentices and Career Connections interns into the workforce, this project has created a powerful example of how construction can not only meet community needs but also serve as a training ground for the next generation of tradespeople.

As the project continues to progress, the lessons learned here will undoubtedly shape the future of construction in Hawaii. For HCATF and its partners, the UH Housing Project stands as a testament to the power of collaboration, education, and union labor in building a better future for the state.

To learn more about Swinerton's work on this project and their other initiatives, visit them online at www.swinerton.com or explore details about their role in UH's housing project at www.tinyurl.com/swinerton-uh



A rendering of the UH Mānoa graduate housing facility, showcasing Swinerton's commitment to sustainable and innovative construction that enhances the university community.

Journeyman Upgrade Courses 2024 Upcoming Schedule

4TH QUARTER

October, November & December Courses
#hcattraining | #upgradeyourskills

MAUI

COURSE	START
Aerial Lift	10/05
Fall Protection	10/19
Firestop	12/07
First Aid & CPR	10/05
First Aid & CPR	11/02
Forklift Certification	09/28
Forklift Certification	11/02
OSHA 10	10/15
OSHA 30	10/15
Scaffold Erector	10/12
Scaffolding	10/19
Solar Installer	09/28

OAHU

COURSE	START
Aerial Lift	10/12
Aerial Lift	11/16
Aerial Lift	12/14
Armstrong	09/28
AutoCAD	10/01
Basic Computer	10/01
Door Hardware	10/05
Confined Space	10/05
Fall Protection	09/28
Fall Protection	11/02
Fall Protection	12/14
Fall Protection - 24hr	11/02
Firestop	12/07
First Aid & CPR	10/19
First Aid & CPR	11/09
First Aid & CPR	12/14
Forklift Certification	10/05
Forklift Certification	11/02
Forklift Certification	12/21
ICRA	10/26
ICRA	12/07
OSHA 10	09/30
OSHA 10	10/29
OSHA 10	12/02
OSHA 30	10/29
Scaffold Erector	10/07
Scaffold Erector	10/12
Scaffold Erector	12/09
Scaffolding	10/12
Scaffolding	10/19
Scaffolding	12/14
Silica Awareness	10/17
Silica Awareness	11/14
Silica Awareness	12/19
Solar Installer	09/28
Total Station	12/07
Welding	10/03

HILO

COURSE	START
Aerial Lift	10/12
Confined Space	11/09
Fall Protection	11/09
Firestop	12/07
First Aid & CPR	10/12
Forklift Certification	12/14
ICRA	12/07
OSHA 10	11/02
OSHA 30	11/02

KONA

COURSE	START
Aerial Lift	12/07
Fall Protection	10/19
Fall Protection	12/14
Firestop	12/07
First Aid & CPR	11/02
Forklift Certification	10/19
OSHA 10	12/07
OSHA 30	12/07
Scaffold Erector	10/12
Scaffolding	10/12

KAUAI

COURSE	START
Aerial Lift	11/09
Armstrong	09/28
AutoCAD	10/01
Basic Computer	10/01
Door Hardware	10/05
Fall Protection	10/12
Fall Protection	12/07
Firestop	12/07
First Aid & CPR	12/07
Forklift Certification	11/02
OSHA 10	10/31
OSHA 30	10/29
Silica Awareness	09/28
Total Station	12/07

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.

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.



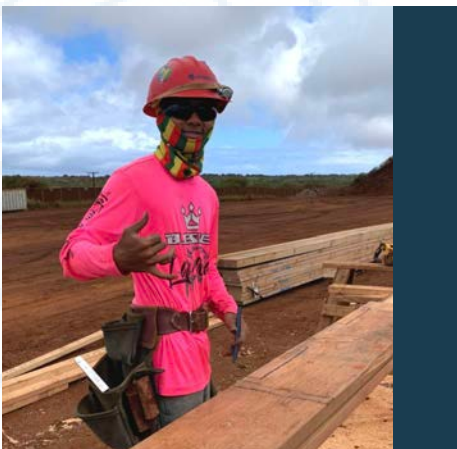
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Follow HCATF and use our hashtag to join the conversation!

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hands-on training

From precision cuts to expert techniques, apprentices gain the practical experience needed to succeed in Hawaii's growing construction industry. **#ToolTraining**



getting outdoors

Apprentices sharpen their skills outdoors, tackling real projects and gaining practical experience while working in Hawaii's stunning landscapes. **#HiLife**



women at work

Talented women in HCATF's Carpentry Correctional Facilities Program hone their hands-on skills, building a strong foundation for successful futures. **#FemaleCarpenters**

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(808) 223-9500

ekusunoki@hicarpenstraining.com

SAVE
THE
DATE

COMING THIS NOVEMBER

Course Details

- **When:** November 2024
- **Duration:** 32 hours over 2 weekends
- **Where:** University of Hawaii Maui College (UHMC)
- **Participants:** Minimum of 6 required

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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