

News from the Hawaii Carpenters Apprenticeship & Training Fund



Proud Partners

Journeyworkers celebrated their achievements with friends and family at the HCATF Training Centers in Kapolei.



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haumana



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Crafted to Lead: Celebrating Our Newest Journeyworkers

On Saturday, June 7, 2025, 200 proud graduates and their families gathered at HCATF's Kapolei Training Centers to mark a milestone, years in the making: the completion of their apprenticeship program. Hosted by HCATF and the Hawaii Regional Council of Carpenters, the Journeyworker Recognition Ceremony celebrated the achievements of 159 carpentry, 39 drywall, and – for the first time ever – 2 millwright apprentices from across the state, who officially transitioned into the next chapter of their careers.

The morning began with training center tours and breakfast, followed by a formal ceremony emceed by KHON2's Gina Mangieri. Guest speakers included HCATF Executive Director Edmund C. Aczon, Executive Secretary-Treasurer of the HRCC Ron Taketa, Department of Labor & Industrial Relations Director Jade Butay, Honolulu Community College Dean of Transportation and Trades Preshess Willets-Vaquilar, Shioi Construction Chairman Conrad Murashige, and other union and education leaders.





Edmund C. Aczon
Executive Director

*The Hawaii
Carpenters Apprenticeship
& Training Fund*

Message from the Director

In this issue of *Haumana*, each story reflects the strength of our craft - and the people who keep it going. From new journeyworkers reaching important milestones to tool donations and partnerships that keep our worksites and hospitals safe, we're reminded of what's possible when we invest in training, trust, and hard work.

We also take time to recognize second chances and fresh starts. The graduates from the Women's Correctional Community Center remind us that everyone deserves the opportunity to learn, grow, and contribute, while conversations around mental health and safety are helping us take better care of each other - not just on the job, but as a community.

I'm proud of the progress we've made - progress that isn't just about outcomes, but about people stepping up, reaching back, and building forward - together. Whether you're just getting started or helping guide the next group ahead, your work matters.

Always remember: when we show up for each other, we all move forward better together. Mahalo to everyone who makes up our HCATF ohana. Thank you for building with care - and for helping shape Hawaii's future, one project at a time.

With Aloha,

Edmund C. Aczon
HCATF Executive Director

Crafted to Lead

Continued

But the heart of the event belonged to the graduates - women and men who arrived as apprentices and left as skilled professionals ready to lead.

"This is more than a ceremony - it's a reminder of what can be built with time, discipline, and the right support," said Aczon. "Becoming a journeyworker isn't just about knowing your trade. It's about taking pride in your craft and helping those who come after you."

This achievement marks more than just a title change; it symbolizes hard-earned growth. Over the course of four years, these individuals developed not only technical knowledge, but the grit, teamwork, and adaptability that the construction industry demands.

"Every year I have the pleasure of welcoming a new group of journeyworkers at their recognition ceremony at the HCATF Training Center in Kapolei," said Taketa. "I meet the families that supported and sacrificed while their loved ones put in the years of hard work and training to achieve journey status. The goal of the Hawaii Carpenters is to produce the most competent labor force in the world, and these new journeyworkers - with their skills, knowledge, and attitude - will become the future leaders on their jobsites and in our industry."

A Transformation in Motion

While the path to journeyworker status is grounded in hours of training and classroom instruction, the experience often brings about a deeper shift. For many, it's also a personal transformation - shaped by early morning call times, trial-and-error learning, mentorship, and steady progress.



For millwright graduate Andrew Mayberry, the program was both a professional and personal turning point. “What I wanted to do was build a better life for myself and a better future,” he shared. Drawn to the trades by his interest in building and problem-solving, Mayberry found fulfillment in the hands-on work: “I like figuring out problems to solutions - figuring out how to make things work.”

Reflecting on his journey, he called the program “a very humbling experience,” one that taught him not only technical skills, but also how to work hard and navigate the challenges of collaborating with many different kinds of people. Looking ahead, Mayberry hopes to continue growing in his career - whether by becoming a union representative, teaching future apprentices, or even one day running his own business.

These stories show that the title “journeyworker” isn’t just a credential - it’s a marker of maturity, resilience, and readiness. Whether they’re continuing in the field, mentoring new apprentices, or stepping into leadership, graduates carry with them the knowledge that growth doesn’t stop here.

Looking Ahead

The ceremony was also a reminder that the construction industry is evolving. With Hawaii’s growing demand for skilled labor, today’s journeyworkers aren’t just joining the workforce - they’re stepping into roles that will shape the future of the trades.

That future was easy to see. Many graduates attended with children, spouses, parents, and loved ones - proof that the path through the trades is about more than career. It’s about the ability to support and uplift family.

As the ceremony closed and graduates moved through the crowd - greeting instructors, taking photos, and guiding loved ones on training center tours - it was clear something lasting had been built. And it wasn’t just certificates. It was confidence, connection, and community.

“If you ever wonder what the future of this industry looks like,” said Aczon, “just look at who showed up to celebrate today.”





New Beginnings: WCCC Graduates Step into the Trades

On April 24, 2025, seven women at Oahu's Women's Community Correctional Center (WCCC) celebrated a meaningful milestone - completing the six-week Carpentry Pre-Apprenticeship Program and taking a step toward a new beginning. The program, run through a partnership between the Department of Corrections and Rehabilitation (DCR), Honolulu Community College (HCC), and HCATF, was designed to equip participants with essential skills and a clear pathway into the trades.

Held at the Ho'okipa Cottage patio, the ceremony was more than a celebration - it was a powerful reminder of what's possible when opportunity meets determination. Each graduate earned a certificate in carpentry fundamentals, learning everything from blueprint reading and math skills to framing, drywall installation, and OSHA safety standards.

"It's about breaking barriers," said WCCC Warden Ione "Noni" Guillonta. "The pre-apprenticeship program is a foundation for the graduates to build a future for themselves."

The partnership between HCATF and DCR has been significant in the effort to expand meaningful rehabilitation and reentry options through career training. As of this spring, 31 participants - 13 women at WCCC and 18 men at Waiawa Correctional Facility - have completed the program since it launched in 2023, with seven now indentured as apprentices with the Hawaii Regional Council of Carpenters.

During the ceremony, graduate Ashley Nihipali shared

words of appreciation on behalf of her cohort.

"I appreciate the opportunity that you guys gave to us," she told HCATF instructors Leo Clemente and Robert Locquiao. "I learned new tools that I can use in the real world. I appreciate you guys a lot."

After the ceremony, Nihipali shared that she plans to continue her education and enter the Hawaii Carpenters Apprenticeship Program after her release.

For many of the graduates, this program is an opportunity to turn a new leaf and create a new path forward. The program's success reflects not only the resilience of its graduates, but the growing recognition that second chances can - and should - lead to strong, skilled careers.

"You are living proof that strength, determination and perseverance can shape futures - just as wood and nails can build a home," said Edmund C. Aczon, Executive Director of HCATF. "Through six weeks of hard work, learning, and pushing past challenges, you have not only gained skills, but you have built a foundation for new possibilities."

Corrections Education Program Manager Roseanne Propato echoed the same theme:

"Through carpentry, incarcerated women are not just building skills - they're building futures. The pre-apprenticeship program offers them a chance to craft not only wood, but also a path to independence, self-worth, and new opportunities beyond the prison walls."

As the program continues, it serves as a powerful reminder that the trades are about building and rebuilding, too. One skill, one opportunity, and one determined person at a time.

Safety in Every Step: Observing Construction Safety Week



From May 6 - 10, the construction industry came together to recognize **Construction Safety Week**, a national effort to elevate awareness and renew commitment to keeping every worker safe on the job. At HCATF, safety is always top of mind - it's built into every step of training.

Whether they're starting their first week as a pre-apprentice or are an apprentice working toward journeyworker status, HCATF trainees are taught that safety is foundational to their success. From the earliest classroom sessions, apprentices are introduced to OSHA standards, PPE protocols, hazard recognition, and near-miss reporting. But more importantly, they learn that safety isn't a checklist - it's a culture.

"You can teach rules, but you have to show what it means to live by them," said Errol Kusunoki, HCATF's Training Coordinator on Maui. "The more apprentices understand the why behind safety, the more likely they are to carry it forward - on every job, with every crew."

As the industry evolves and job sites become more complex, safety training has become both more technical and more collaborative. HCATF

emphasizes jobsite communication, hands-on hazard identification, and situational awareness as part of every apprentice's core education.


"What separates checking the box from real safety culture, is consistency," Kusunoki added, "Are you showing up every day with the same mindset? Are you making sure your crew is, too?"

He encourages apprentices to develop safety habits early - not just for themselves, but for the people working alongside them.

"One habit every apprentice should build from the start is speaking up. If something looks off or feels off, say something. That's what builds trust - and trust is what makes a safe site work."

On every island, in every training yard and classroom, safety is reinforced as both an individual responsibility and a team value. And as Hawaii's construction workforce grows, so does the need to lead with intention - keeping one another safe through awareness, action, and respect.

"Our job isn't to just build structures," said Kusunoki. "It's to build people who come home safe to their families and loved ones, every time."



ICRA in Action: What Safer Building Looks Like in Healthcare

In a hospital, small disruptions can carry serious consequences. Dust, noise, air quality, and access all impact patient care and safety. That's why Infection Control Risk Assessment (ICRA) training has become a critical part of healthcare construction.

ICRA is a specialized set of practices that contractors must follow when working in or near occupied healthcare environments. Carpenters trained in ICRA learn how to identify potential risks, isolate work zones, control airflow, and coordinate closely with medical staff to ensure construction activity does not jeopardize patient well-being.

At HCATF, ICRA training is offered through a specialized course designed to prepare apprentices and journeymen for hospital and healthcare work. Participants learn how to set up containment areas, manage negative air pressure, follow interim life safety measures, and navigate complex construction within active medical spaces.

Hawaii's Growing Need for ICRA-Trained Workers

Across the state, demand for ICRA-trained carpenters is rising. As Hawaii's population grows and its healthcare infrastructure expands, more hospitals and clinics are undergoing renovations and system upgrades - all while continuing to operate and serve patients.

Two recent examples are ongoing projects at The Queen's Health System - on both Oahu and Hawaii Island - led in part by Hawaiian Dredging Construction Company (HDCC). From medical unit upgrades to patient wing expansions, these projects require

extreme care, coordination, and professionalism.

These high-stakes precautions environments aren't just about building right - they're to ensure these facilities are about building safely, every day, with minimal disruption to essential services. It's a tall order, and one that can't be fulfilled without contractors who understand the unique demands of working in active healthcare settings. It's critical that these skills are completed by contractors who are properly trained for the task.

Partnering for Patient Safety

HCATF works closely with Hawaii-based contractors like Hawaiian Dredging to ensure that ICRA standards are met and upheld. Apprentices who complete ICRA training leave with not only technical skills, but a deeper sense of responsibility and respect for the environments they work in, and that mindset makes a difference.

Building Toward the Future

With continued support from contractors like Hawaiian Dredging and institutional partners like Queen's, ICRA training is helping to raise the standard of care in construction - not just in what's built, but in how it's built.

As more workers become certified, Hawaii's healthcare facilities will be able to count on crews who understand the unique demands of working in sensitive, occupied environments. And for HCATF apprentices, it's one more way to build a career that blends skill, safety, and real-world impact.



Tools of the Trade: DeWalt Donates to HCATF

When it comes to skilled trades, the tools you train with matter. This spring, HCATF received a generous donation from DeWalt - an estimated \$5,000 worth of professional-grade tools - to help support hands-on learning and prepare apprentices for the job sites ahead. The donation was coordinated by Darrell Seto, HCATF Training Coordinator, who oversees operations across the training centers.

"We're always working to make sure the tools we use in training reflect what apprentices will actually see out in the field," said Seto. "These aren't just demo models - they're what real crews are using, right now."

The donation includes a wide range of essential tools that apprentices across the carpentry, drywall, and millwright trades will be using in classrooms and labs, including:

- 10" Jobsite Table Saws with Rolling Stands
- 20V MAX Cordless Framing Nailers
- XR Cordless Hammer Drills
- XR Cordless Impact Drivers
- 7-1/4" Cordless Circular Saws
- 20V MAX XR Cordless Finish Nailers
- XR Cordless Drywall Screw Guns



Left: DeWalt tools in use during the annual SkillsUSA competition at HCATF's 2040 Training Center.

Above: A DeWalt Rep teaches an eager student about their line of tools at the HCATF tent during Construction Career Days.

- ToughSeries Construction Jack Sets
- 20V MAX XR Cordless Plunge Routers

Learning with high-quality, up-to-date tools helps ensure apprentices are job-ready and confident from day one.

"It's like training for a race in the wrong shoes - you can do it, but it makes everything harder," Seto added. "This kind of support helps level the playing field and elevates the whole learning experience."

DeWalt has been a consistent supporter of HCATF's outreach efforts over the years. At events like Construction Career Days, their team has showcased tools, set up interactive stations, and let students try equipment firsthand - making the introduction to trades training more fun, engaging, and memorable.

"We appreciate DeWalt not just for this donation," said Seto, "but for continuing to show up. They've helped create opportunities for students to build skills and excitement before they ever step into a classroom."

As HCATF continues to invest in career preparation and industry alignment, partnerships like this one remind us that high standards in the trades begin with the basics - quality tools, hands-on access, and people who believe in building the next generation right.

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.



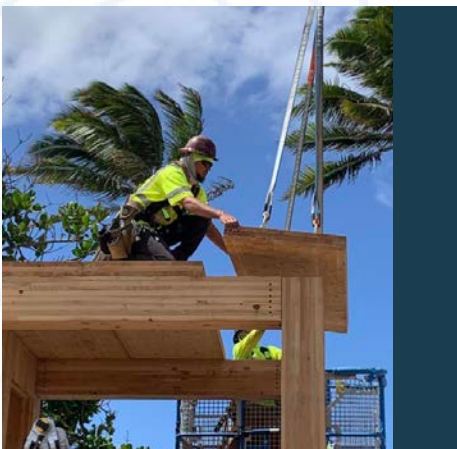
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Follow HCATF and use our hashtag to join the conversation!

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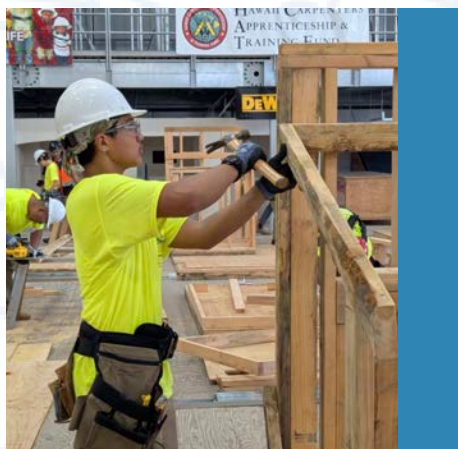
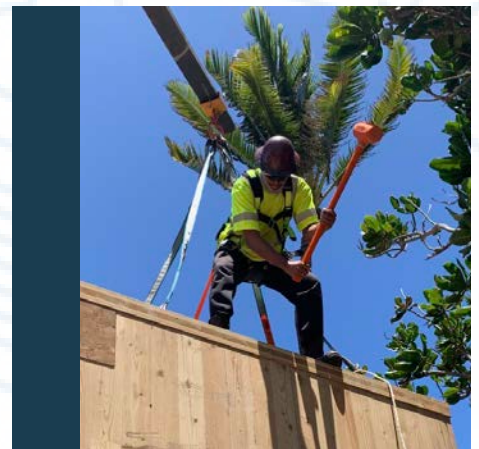
future builders

HCATF spreads the word statewide, connecting students with career paths in the trades at career fairs, expos, and events — inspiring the next generation of builders. **#wic**



mass timber on maui

Members are getting hands-on with new materials and methods in mass timber. Oahu sessions coming soon! **#masstimbertraining**



skillsUSA

Take look back at this year's SkillsUSA competition, where high school students got real experience on the Training Center. **#youthapprenticeship**

Journeyman Upgrade Courses

2025 Upcoming Schedule

3RD QUARTER

July, August & September Courses
#hcattraining | #upgradeyourskills

KAUAI

| COURSE | START |
|------------------------|-------|
| Aerial Lift | 07/05 |
| Armstrong | 07/12 |
| AutoCAD | 07/07 |
| Basic Computer | 07/07 |
| Fall Protection | 07/26 |
| Firestop | 07/05 |
| First Aid & CPR | 08/25 |
| Forklift Certification | 07/05 |
| OSHA 10 | 07/28 |
| OSHA 30 | 07/28 |
| Solar Installer | 07/05 |

OAHU

| COURSE | START |
|------------------------|-------|
| Aerial Lift | 07/19 |
| Aerial Lift | 08/23 |
| Aerial Lift | 09/20 |
| Armstrong | 07/12 |
| AutoCAD | 07/07 |
| Basic Computer | 07/07 |
| Confined Space | 07/07 |
| Door Hardware | 07/26 |
| Fall Protection | 07/05 |
| Fall Protection | 07/26 |
| Fall Protection | 09/06 |
| Fall Protection - 24hr | 08/09 |
| Firestop | 07/12 |
| Firestop | 09/27 |
| First Aid & CPR | 07/05 |
| First Aid & CPR | 08/09 |
| First Aid & CPR | 09/13 |
| Forklift Certification | 07/12 |
| Forklift Certification | 08/16 |
| Forklift Certification | 09/06 |
| ICRA | 07/19 |
| ICRA | 09/06 |
| OSHA 10 | 06/30 |
| OSHA 10 | 07/28 |
| OSHA 10 | 09/02 |
| OSHA 30 | 07/28 |
| Scaffold Erector | 08/04 |
| Scaffold Erector | 08/09 |
| Scaffolding | 07/12 |
| Scaffolding | 08/02 |
| Scaffolding | 09/06 |
| Silica Awareness | 07/17 |
| Silica Awareness | 08/21 |
| Silica Awareness | 09/18 |
| Solar Installer | 07/05 |
| Total Station | 07/05 |
| Welding | 08/07 |

KONA

| COURSE | START |
|------------------------|-------|
| Aerial Lift | 09/13 |
| Confined Space | 07/07 |
| Fall Protection | 08/02 |
| Firestop | 09/27 |
| First Aid & CPR | 07/05 |
| Forklift Certification | 08/09 |
| OSHA 10 | 09/06 |
| OSHA 30 | 09/06 |
| Scaffold Erector | 08/09 |
| Scaffolding | 09/06 |

MAUI

| COURSE | START |
|------------------------|-------|
| Aerial Lift | 07/26 |
| Door Hardware | 07/26 |
| Fall Protection | 07/12 |
| Fall Protection | 08/16 |
| Fall Protection | 09/13 |
| Firestop | 09/27 |
| First Aid & CPR | 07/05 |
| First Aid & CPR | 08/09 |
| First Aid & CPR | 09/06 |
| Forklift Certification | 07/05 |
| Forklift Certification | 08/02 |
| Forklift Certification | 08/23 |
| ICRA | 07/19 |
| OSHA 10 | 08/05 |
| OSHA 30 | 08/05 |
| Scaffold Erector | 08/09 |
| Scaffolding | 07/26 |
| Silica Awareness | 07/05 |
| Total Station | 07/05 |

HILO

| COURSE | START |
|------------------------|-------|
| Aerial Lift | 08/02 |
| Fall Protection | 07/05 |
| Fall Protection | 09/13 |
| Firestop | 09/27 |
| Forklift Certification | 08/02 |
| OSHA 10 | 08/02 |
| OSHA 30 | 08/02 |
| Scaffolding | 07/12 |

REGISTER FOR UPGRADE COURSES ONLINE

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



David Miller (far left) proudly poses among fellow members Pookela Nishie, Kamuela Spencer, James Hezekia, Moke Haae, Nathan Christopherson, Joshua Halemano, and Marcus Smith on Big Island.

Big Island, Big Achievements

On Hawaii Island, apprentice David Miller became the island's first apprentice to earn his Associate's degree in Applied Trades. The program facilitated by Hawaii Community College in partnership with Honolulu Community College - offers a distance learning pathway for registered union apprentices living on neighbor islands.

Until recently, Hawaii Island apprentices had no direct route to apply their apprenticeship credits toward an associate degree. But in the wake of the pandemic, the expansion of remote learning - and persistent coordination by HCATF advocates across the islands - opened new doors.

This May, David travelled to Oahu to participate in graduation and receive his degree - a milestone years in the making. His accomplishment reflects the growing success of educational alternatives for apprentices statewide.

"A debt-free pathway is what we continue to endorse," said HCATF Training Coordinator Mereane Hamatake, who helped coordinate David's enrollment. "To see someone leverage their trade work to gain a degree - always improving themselves and their opportunities - is inspiring." Congratulations, David!

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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