

News from the
Hawaii Carpenters
Apprenticeship &
Training Fund



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haumana



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MESSAGE

from our

DIRECTOR



Edmund ACZON

Executive Director

The Hawaii Carpenters Apprenticeship
& Training Fund

Looking Back, Moving Forward

As we close out 2025, I'm filled with pride for what we've built together at HCATF this past year. From new training horizons like mass timber and specialty upgrade classes to transformative pathways that reach across all islands and communities, our momentum is real - and it's people-driven.

But it's more than numbers or new initiatives. It's about ensuring every person in our program has the chance to grow, adapt, and lead. New technologies and materials are transforming the industry. Our commitment is to stay ahead - not just for the sake of innovation, but to ensure Hawaii's construction workforce continues to meet the moment with skill, excellence and pride. From entry-level apprentices to seasoned journeyworkers, we're investing

in continuous learning so our members can keep building strong, successful careers - and stronger communities along the way.

This edition of Haumana brings you the numbers, the stories, and the energy behind our work this year. Mahalo to all who contributed to our success this year from our hard-working apprentices to the many partners supporting our programs.

We look forward to 2026 and continuing this work - together.

With Aloha,

Edmund Aczon
HCATF Executive Director

2025

The Strength of Many Our Programs in Action

Every apprentice, instructor, and industry partner contributes to a future we're building together. In 2025, that future came into focus through the strength of our programs – from apprenticeships and internships to outreach and pre-apprenticeship pathways.

The progress in each area of our work – whether expanding middle school engagement, training the next generation of millwrights, or supporting re-entry through Beyond Bars – reflects our belief in hands-on skill-building, community investment, and creating opportunities that last.

Note: reporting covers data from 1/1/25 – 10/29/25

Carpentry Apprenticeship

This year, the carpentry apprenticeship continued to grow both in numbers and in opportunity. **280 new indentures** began their journey, and **108 advanced to journeyworker status**. From working on largescale projects across the islands to mastering advanced skills in our Kapolei Training Centers, these individuals are setting the standard for craftsmanship in Hawaii. With a curriculum grounded in hands-on learning and career readiness, HCATF remains committed to preparing carpenters who can build, lead and adapt in a changing industry.

Drywall Apprenticeship

The **drywall apprenticeship** program **graduated 25 students** this year, as they mastered the crucial art of creating strong, stable interiors for Hawaii's homes, institutions and commercial spaces. With training in layout, finishing and acoustical applications, our apprentices continue to contribute to Hawaii's

built environment - and grow their earning and advancement potential.

Millwright Apprenticeship

Millwrights are the problem solvers behind Hawaii's industrial and precision systems, and 2025 marked a milestone: **for the first time, HCATF certified 2 millwright journeyworkers**. With training in rigging, signaling, conveyors and system diagnostics, our millwrights are supporting clean energy, manufacturing and logistic infrastructure across the state. Their growth reflects our commitment to advanced trades and tomorrow's workforce.

Pre-Apprenticeship Programs

This year, our pre-apprenticeship pathways opened doors for individuals with diverse backgrounds and experiences - whether they were students exploring career options or adults seeking a new opportunity or challenge. HCATF's multi-track approach included the HRCC's flagship Pre-Apprenticeship Program,

A **Beyond Bars** participant studies his carpentry textbook during class. The program continues to grow across the state, most **recently expanding to Kulani Correctional Facility on Hawaii Island**, creating new opportunities for skill-building and second chances.



Intern **Fred Guillermo** poses on-site while working with **Albert C. Kobayashi** at **Iolani School Student Center** – one of 11 students placed through this summer's Career Connections Internship. From classroom to jobsite, interns gained real-world exposure, certifications, and a head start toward apprenticeship.



Members train in advanced framing techniques during HCATF's **Mass Timber** course on Maui. The hands-on class covered skills like precision cutting, safe assembly, and layout planning – **preparing crews for new materials, methods, and momentum in the industry.**



Training structures **on-site in Kapolei**, supports HCATF's **ICRA courses**, helping members prepare for work in live healthcare settings.

Career Connections for high school students, and specialty initiatives like Beyond Bars and Good Jobs, which serve a wide range of participants and training goals across the state. These programs share an underlying, common goal: to equip participants with foundational skills, increase career readiness, and create a direct pathway into union apprenticeship. **With 60 participants now active apprentices**, each program proves that with opportunity and support, growth is always within reach. The shift from “Can I do this?” to “I’m doing this” is the real success.

Career Connections & Summer Internship

In 2025, Career Connections continued to expand its reach across the islands, connecting high school students with hands-on learning and career exploration. **37 schools** participated statewide, with new partnerships launched at sites like Kamehameha Schools Maui and middle school pilots at Ewa Makai Middle School, Ilima Intermediate

School, and Waipahu Intermediates School for early exposure to construction trades. The program's competitive **Summer Internship** received **33 applicants** this year. 11 interns from 2 islands and 8 different schools spent six weeks on active construction sites with signatory contractors, completing safety training and gaining firsthand insight into the trades. **5 earned direct entry into the apprenticeship program**, hired on directly by their employers, underscoring how real-work exposure can turn classroom learning into a career. Their summer wasn't just about doing - it was about beginning.

Specialty & Upgrade Trainings

Over the last year, we spotlighted innovation with training courses in mass timber framing, ICRA in healthcare construction and advanced trade skillsets such as OSHA-30 and welding through our journeyworker upgrade classes. With 42 upgrade courses delivered statewide, these trainings ensured our members

stayed ahead of material, safety and sustainability trends, aligning with Hawaii's future.

Community Initiatives

Building isn't just about structures - it's about people and places. This year, our community focused efforts created opportunities for veterans, transitioning workers, and those in underserved communities through programs like Helmets to Hardhats, Beyond Bars, and Good Jobs Hawaii. We were able to reach local schools across the islands – through events and programs like Construction Career Days - to introduce young people to the trades. Volunteer projects like **Rainbow Schools school benches** helped bring skills, service and projects where they're needed most. With apprentices donating their time and effort to these initiatives, these programs represent more than workforce development - they're about supporting communities, restoring futures, and investing in the strength of our islands.

Apprentice Profile

Andrew Maberry

At this year's Journeyworker Recognition Ceremony, **Andrew Maberry** walked across the stage with pride - and a powerful story behind him. A graduate of HCATF's millwright apprenticeship program and one of the first to complete the new track, Andrew represents the heart of what apprenticeship is all about: perseverance, learning, and growth.

He didn't begin his journey as a millwright. Originally enrolled in the carpentry program, Andrew was drawn to the trades at a pivotal moment in his life. "My son was coming into the world, and I wanted to start something I knew was more stable and secure," he shared. "I was tired of the restaurant business and needed to learn something that would give me real skills and open up more possibilities."

While working at Campbell Industrial Park - doing millwright-style work on power plants for Nan Inc. - he heard that a dedicated millwright program was launching at HCATF. Without hesitation, he signed up. "My buddy Micah Lyon and I were the first guys to sign up. We were both working for Nan at the time," Andrew recalled.

The program gave Andrew more than a trade - it gave him confidence and purpose. He remembers the hands-on experience and the tools he gained along the way. "All the things I've learned, I probably would have never got the chance to do if I didn't take this opportunity," he said. "Like learning to operate man lifts, gradalls, scissor lifts. Learning to weld and understanding all the ways it can be affected."

Now a journeyworker, Andrew is putting those skills to work with American Piping and Boiler. "We just landed a couple reactor towers, bolted platforms and ladders to access them, fin fan coolers and platforms that we built on the ground and flew up with a crane," he said. "Now we're nearly done modifying

all the railings, catwalks, and ladders - making sure everything is safe for the operators to do their job up there."

The work is physically and mentally demanding, but Andrew approaches it with clarity and grit. "You'll spend more time with your 'work family' than your real family," he explained. "Be ready to do any and every kind of job with a good attitude. It's a valuable skill."

His advice to new apprentices? "Make the most of your time in the program with your sisters and brothers. Always pay attention and learn as much as you can, because one day it will be done - and you want to look back and be proud of what you earned."

Looking ahead, Andrew is focused on financial goals, time with his son, and staying grounded. "My goals are to pay off debts, build savings, and enjoy the little things. Keep learning all kinds of things," he said. "It's good to wind down on the way home and try not to bring the stress of work with you."

His journey proves that success isn't just about what you build - it's about who you become in the process.





*spotted on
social*



*Your Crew.
Your Story.*



We're building more than projects - we're building community.

Follow @hcatfhawaii to connect with fellow apprentices, get inspired, and stay up to date with the latest HCATF happenings.

Tag us and use #hcatfhawaii in your photos and posts to share your journey!

**Keep Growing.
Stay Ahead.**

Great builders never stop learning.

Our upgrade courses are designed to help you sharpen your skills, expand your knowledge, and lead with confidence - on every jobsite, in every phase of your career.

Explore current offerings and sign up today at:

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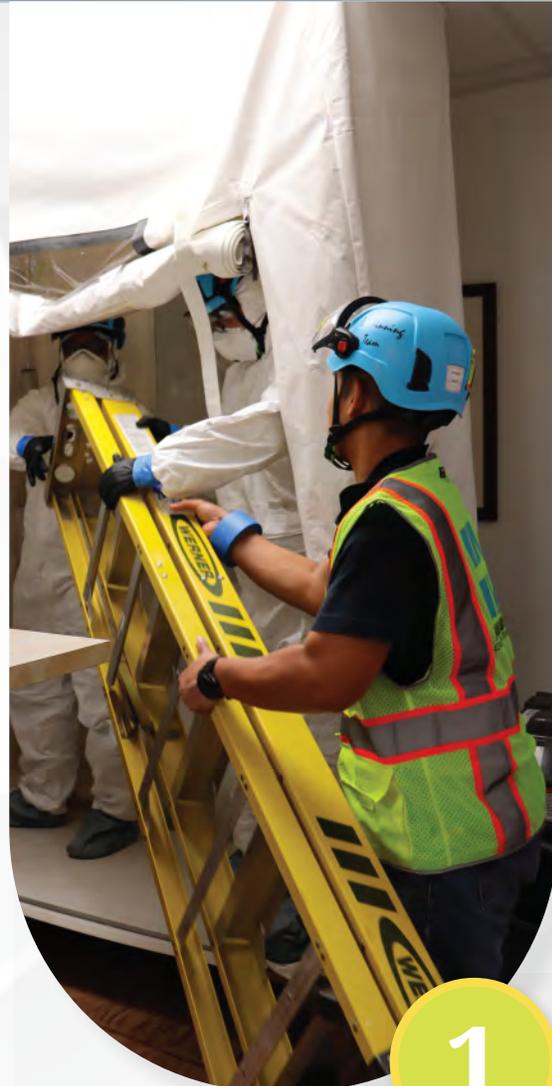
Partner spotlight

Building a Stronger Future - Together

Building a strong workforce takes strong partnerships. In 2025, HCATF teamed up with industry leaders, contractors, and community programs to deliver hands-on learning, specialty training, and career-aligned support. **Here are a few standout collaborations:**

Get our members take on the training:

 **YouTube** @hcatfhawaii



1

1 **ICRA in Healthcare Construction: Queen's & Hawaiian Dredging**

Specialty projects demand specialized skills. In partnership with Hawaiian Dredging and The Queen's Medical Center, HCATF-trained journeyworkers stepped into active hospital environments prepared with ICRA (Infection Control Risk Assessment) certification - a critical safeguard for patient and worker safety.

"Working in a live hospital setting means zero room for error," said Leo Clemente, HCATF Training Coordinator and ICRA lead. "This training ensures crews know how to keep the job moving while protecting patient care."

2 **Mass Timber Momentum: Training for the Latest Technology**

On Lanai, Allied Builders and Armstrong Builders are at the forefront of Hawaii's mass timber movement. Both enrolled crew members in HCATF's Maui training to prepare for their respective projects - a community center and workforce housing for Pūlama Lāna'i.





2



3



4

"The training gave us confidence... things moved a lot faster," said Carl Gardner, Assistant Superintendent at Armstrong Builders. "It's strong, durable... safer for homes and commercial buildings," added Byron Almazan, Superintendent at Allied Builders.

3 Second Chances: Beginning Again with Beyond Bars

At the heart of HCATF's mission is creating opportunity. Through the Women's Community Correctional Center (WCCC) and Waiawa Correctional Facility (WCF) programs, participants complete a six-week pre-apprenticeship and move into the trades. In 2025, 19 completed the program; three are already indentured.

"This program opens doors that many participants didn't even realize were available," said Natalie Millon, HCATF Program Manager and Outreach Coordinator. "We see individuals who are unsure of what lies ahead, walk out with purpose, confidence, and a career path."

4 Tools of the Trade: DeWalt Donation

Through their ongoing support of HCATF's mission, DeWalt generously donated \$5,000 worth of professional-grade tools this year - enhancing safety and quality across our carpentry, drywall, and millwright programs. The donated tools are the same equipment used on today's jobsites, offering apprentices real-world experience with the gear they'll soon be handling every day.

"These aren't just demo models - they're what real crews are using," said Darrell Seto, HCATF Training Coordinator. "It helps prepare students for the pace and standards of the field."

Previously, DeWalt also joined us at Construction Career Days on Oahu, tabling in the HCATF tent to showcase tools and engage students in hands-on learning - planting the seed for future careers in the trades.

HAWAII CARPENTERS AND DRYWALL TRAINING FUND CENTER



WISHING YOU AND YOUR 'OHANA A
MERRY CHRISTMAS AND A HAPPY NEW YEAR!

Contact Us!

Do you know someone who would be a great fit as an apprentice? Visit h Carpenterstraining.com/apply/ or contact a Training Coordinator to learn more about what it takes to join the trades.

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