HAWAI'I CONSTRUCTION CAREER DAYS

OCTOBER 24, 2019

Hilo Civic Auditorium,
Hawai'i

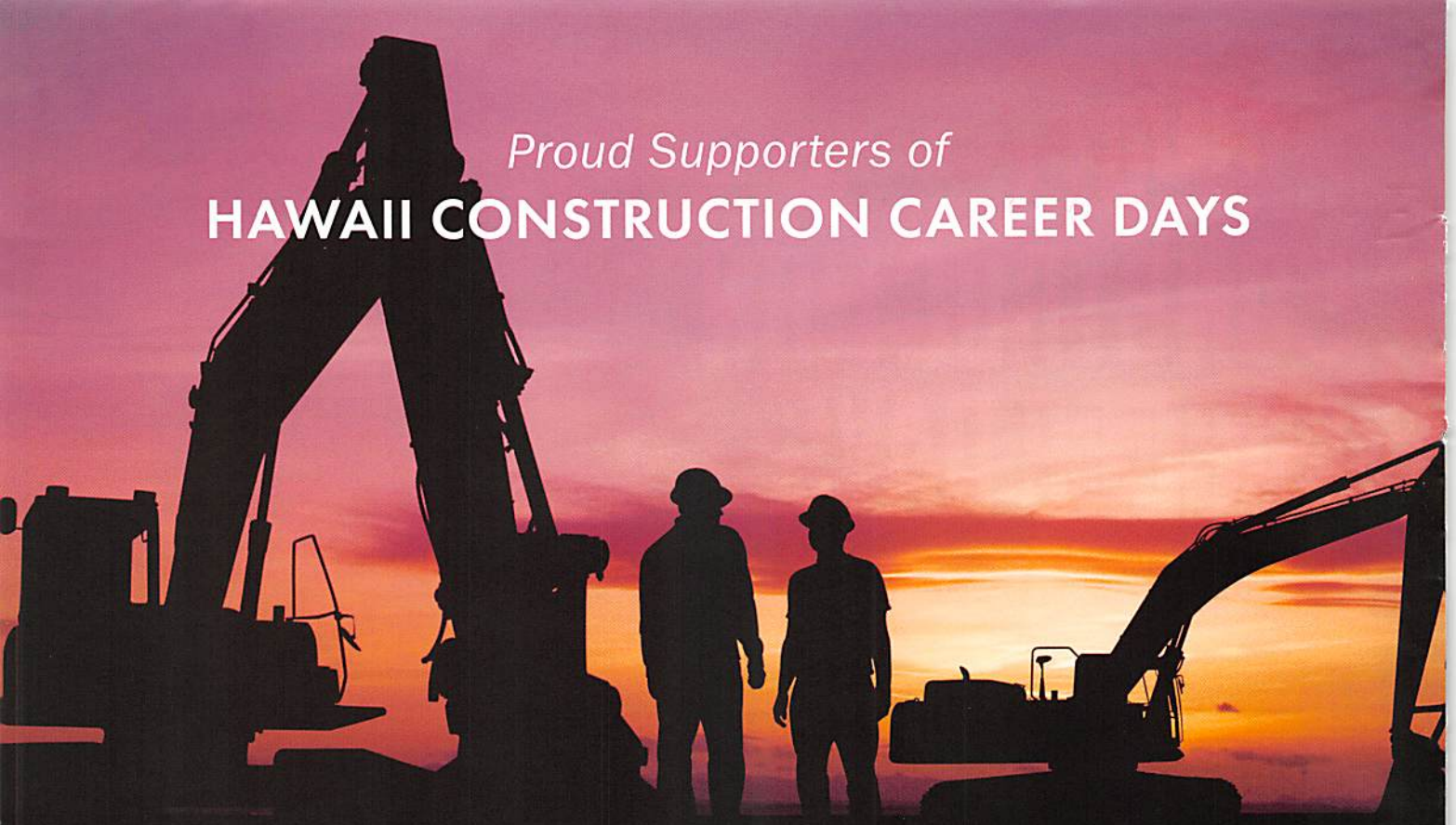
www.hawaiiccd.com

DREAM BIG!

BUILDING YOUR FUTURE

HAWAII CONSTRUCTION CAREER DAYS

Providing Hawai'i's youth with an insight into career opportunities available in the multi-faceted construction industry.



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AGENDA | EVENT SCHEDULE

2019 Hawai'i Construction Career Days
October 24, 2019
Hilo Civic Auditorium, 323 Manono Street // Hilo, HI

GROUP A & B

8:25 a.m. to 8:45 a.m.
Registration

8:45 a.m. to 9:50 a.m.
Group A: Heavy Equipment
Group B: Construction Trades & Exhibits

10:00 a.m. to 11:05 a.m.
Group B: Heavy Equipment
Group A: Construction Trades & Exhibits

11:15 a.m. to 11:45 a.m.
ALL: Lunch

11:45 a.m.
ALL: Return to School

GROUP C & D

10:15 a.m. to 10:35 a.m.
Registration

10:35 a.m. to 11:05 a.m.
ALL: Lunch

11:15 a.m. to 12:20 p.m.
Group C: Heavy Equipment
Group D: Construction Trades & Exhibits

12:30 p.m. to 1:35 p.m.
Group D: Heavy Equipment
Group C: Construction Trades & Exhibits

1:35 p.m.
ALL: Return to School

OFFICE OF THE MAYOR
COUNTY OF HAWAI'I
HILO, HAWAI'I 96720

A MESSAGE FROM MAYOR HARRY KIM

On behalf of the people of the County of Hawai'i, it is a pleasure to welcome you to the Big Island Construction Career Day. This is a wonderful opportunity for you to explore the many different careers available in the construction industry.

Today you will experience a career fair like no other. You will operate heavy construction equipment, participate in hands-on activities in the construction trades, and learn about the many career opportunities in the construction industry.

Thank you to the many volunteers who coordinated today's event. Mahalo to the sponsors who made this event possible. Special thanks to the Hawai'i Island Contractors Association and Goodfellow Bros., who are the presenting sponsors for this year's event.

Wishing you a very enjoyable, and very safe, Big Island Construction Career Day.

Aloha,

HARRY KIM
Mayor, County of Hawai'i

CHAIRMAN'S MESSAGE

Wendell Tashiro - DOE

Aloha Students,
Welcome to the 13th Annual Hawai'i Construction Career Days!

For many of you, graduation is just around the corner. What do you plan to do after you graduate? Do you enjoy working with your hands? Do you like technology? Perhaps a rewarding career in the construction industry is for you.

If you think about it, construction affects almost every aspect of our lives. The home you live in, the roads that you travel, and the school that you attend, all had to be designed and constructed by talented architects, engineers, carpenters, electricians, laborers, masons, and many others working in the construction industry.

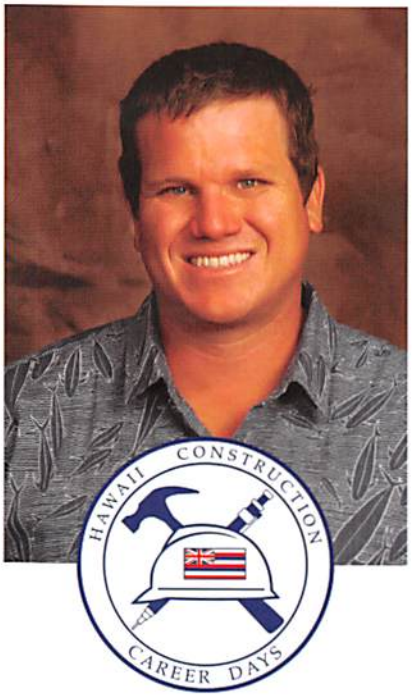
Young workers are needed in Hawai'i, because construction is booming and will continue to flourish well into the 21st century. The construction of new office buildings, homes, and work on military bases mean a lot of jobs that pay well and have great benefits.

Whether you decide to go to college, or start working right out of high school, there are many career opportunities for you in the multi-faceted construction industry. I encourage you to explore your options, keep an open mind, and enjoy your visit at Hawai'i Construction Career Days.

Good luck in building your future!

Leslie Isemoto

LESLIE ISEMOTO
President and CEO, Isemoto Contracting Co., Ltd.
Honorary Co-Chair, 2019 Hawai'i Construction Career Days



Aloha everyone,

Welcome to all the students and teachers participating in the 2019 Construction Career Days on both Maui and the Big Island. Goodfellow Bros. is proud to be a part of Construction Career Days in support of nurturing our homegrown talent and investing in our future workforce…YOU!!!

Today, you will have an opportunity to explore the numerous career opportunities that encompass the construction industry. You will discover the valuable opportunities of speaking with industry professionals, experience hands-on activities and skill building competitions, and learn about the many different career options and educational opportunities available to each of you.

I encourage you to ask questions of the professionals who are here to help you explore the wide variety of career opportunities in the construction industry.

On behalf of Goodfellow Bros., we wish you much success as you pursue your future goals and hope that a career in this challenging and rewarding profession is in your future.

Best wishes!

Chad Goodfellow

CHAD GOODFELLOW
CEO, Goodfellow Bros.
Honorary Co-Chair, 2019 Hawai'i Construction Career Days

PRESIDENT'S MESSAGE

Aloha and welcome to Construction Career Day!

Let's face it. Hawai'i's cost of living is so high that many residents are moving to the mainland because they can no longer afford to live here. Construction jobs pay well, have great benefits, are extremely rewarding, and may be the reason to stay home in Hawai'i.

At Construction Career Day, you will have an opportunity to meet with representatives from apprenticeship programs and educational institutions. There will be contractors, engineering companies, and other employers looking for eager young people to start working in a lucrative career in the construction industry. This is a one-stop event to explore your options in the construction industry. Ask questions, and learn as much as you can from these experts in the field.

Now is the time to think about your future. If you want to be an engineer, find out which four-year college has the program that's right for you. If you'd rather go straight to work, seek out an apprenticeship program where you can earn money while going to school and learn a trade.

Remember, "30 years from now it won't matter what shoes you wore, how your hair looked, or what jeans you bought. What will matter is what you learned and how you used it." –relatably.com.

Good luck in building your future!

Melanie M. Martin

MELANIE MARTIN
President
Hawai'i Construction Career Days

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Q & A

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CONSTRUCTION INDUSTRY CAREER PATHS

This is a general overview of possible paths in the construction industry.

CONSTRUCTION LABOR

1. **APPRENTICESHIP**
2. **JOURNEYPERSON**
3. **LICENSING** – General, Electrical, Plumbing, Elevator

Keep in mind exceptions can occur and the order may vary depending on individual circumstances.

COLLEGE/ UNIVERSITY

DIFFERENT PATHS YOU CAN ENTER

ADMINISTRATION

- Finance
- Human Resources
- Marketing
- Accounting
- Insurance

SAFETY/HEALTH

- Safety Officer
- Occupational Health Office
- Risk Manager

TRAINING/ EDUCATION

- Technical Instructor
- Training Director
- Apprenticeship Coordinator

SUPERVISION/ MANAGEMENT

- Estimating
- Foreman
- Superintendent
- Construction Management
- Supervisor
- Project Manager
- Quality Control Officer

ENTREPRENEURSHIP

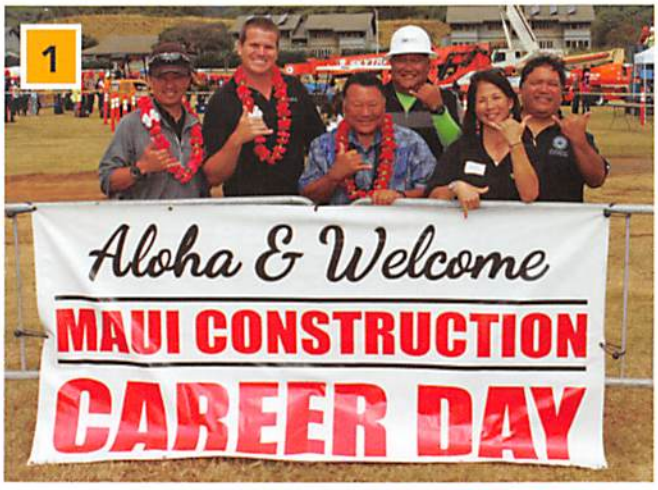
- Owner of a contracting, architecture or engineering company

ARCHITECTURE/ENGINEERING/SCIENCE

- Residential Architect
- Commercial/ Public Architect
- Industrial Architect
- Landscape Architect
- Civil Engineer
- Mechanical Engineer
- Environmental Engineer
- Electrical Engineer
- Structural Engineer
- CAD Drafter/ Designer

FIRSTIMPRESSIONS

1. Mayor Alan Arakawa, sponsors and volunteers welcomed students to the last Maui CCD. **2-3.** Students put on your thinking hats and join the masses. **4.** A student tests fall safety gear.



Building a better future.

As a major partner in the local construction industry, we're proud to support Hawaii Construction Career Days and the opportunities it provides our youth.

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Built on trust and family values, we are proud to be a part of Hawai'i's construction industry and look forward to continue servicing Hawai'i for the next millennium.

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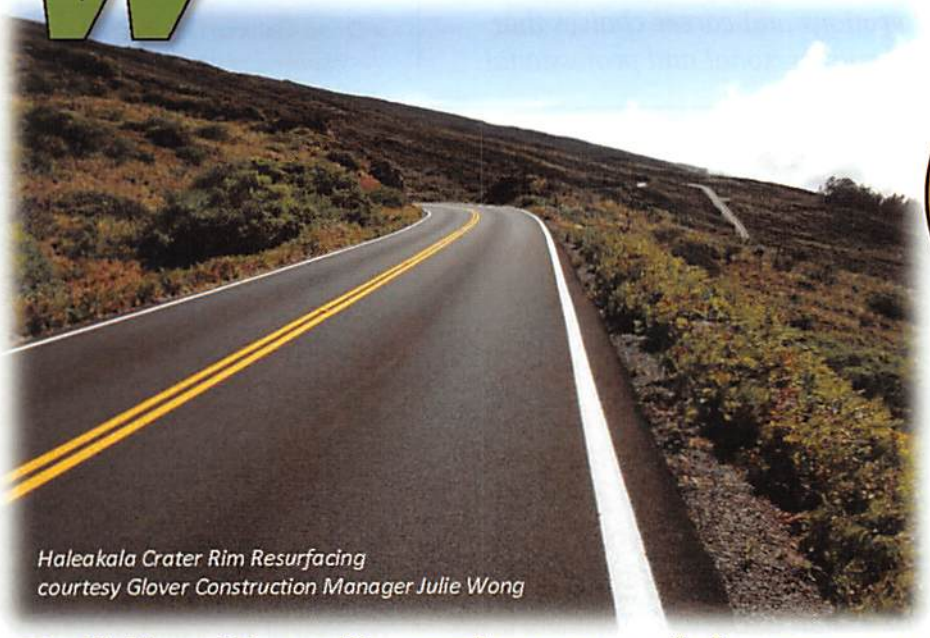
Where will the road lead you?



Haleakala Crater Rim Resurfacing
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Q&A

HAWAII ISLAND CONTRACTOR ASSOCIATION (HICA)

HICA's Stories of Growth into the Construction Industry

Like many in the trades, the officers of the Hawai'i Island Contractors Association share a common background: Learning early that commitment and hard work on the job pays off.

HICA President Eleot Kaipo recalls how hard his father, a plumber, was always working to provide for their family and how he was always ready to help others. Working as a tree-trimmer with his father, HICA Vice President Justin Barrios says he still values the lessons of working to ensure customer satisfaction. They, along with HICA Treasurer Tom Raffipiy and Director Dean Oshiro, talked story on the inspirations and career choices that have helped them reach success, both personal and professional.

EloetKaipo

JustinBarrios

TomRaffipiy

DeanOshiro

HICA PANEL

» **Eleot Kaipo**, President
– *Konawaena High School, Kailua-Kona, HI*

» **Justin Barrios**, First Vice President
– *Hawaii Island School for Adults by Hilo High, HI*

» **Tom Raffipiy**, Treasurer (GM/ Health & Safety Officer)
– *Outer Islands High School (OIHS), Ulithi, Yap State, Federated States of Micronesia*

» **Dean Oshiro**, Director
– *Waiakea High School, Hilo, HI*

How did you become interested in a career in construction industry?

» **KAIPO:** My dad was a plumber and worked hard for his family. He was my inspiration and I have always looked up to him. As I child I learned hard work, dedication and values through him also witnessed the impact he had on the families he helped. He often worked to help families for free and showed us the importance of helping others and our community. I always admired my dad's drive and work ethics. I knew his success came from his hard work and commitment to customer satisfaction. His continued success through his career allowed him to provide for his family.

» **BARRIOS:** Backyard Monkey LLC is a tree trimming and removal contracting company. I've always been interested in trees and their anatomy, so it only made sense to go into business doing something I enjoy.

When did you know that a contracting career was what was right for you? What motivated you to pursue the career?

» **BARRIOS:** When I was able to network with other businesses and realize that being a licensed contractor would allow me to grow and expand my business. In the beginning, I was motivated because I needed to support my family. Now that the business has expanded, I am motivated and excited by others in my industry. We share techniques, tips and tricks, there is always something new and exciting to learn.

» **KAIPO:** As a young a child being around the industry, I gained some experience with working with my dad. I could see myself being a plumber and that is what I strived to become. My family motivated me to work hard and pursue my career. I started working with my dad when I was 15 years old. I worked alongside him when he did residential, commercial, fire sprinklers and repairs. My dad taught me everything I know now. He made it possible for me to start my own business from the knowledge he gave me. I had knowledge of how the

trade works and the tools and equipment I would need to start my own company. Starting at a young age it became something I enjoyed doing and almost second nature to me. Being a plumber was the only thing I could see myself doing. I guess it was a family trade that was instilled in me from early on in my life.

What was looking for an apprenticeship like for you? What challenges did you face and how did you overcome them?

» **OSHIRO:** Luckily I was given a chance right out of college to join a non-union electrical contracting company that had around 20 people in the field. Being the low man on the totem pole you need to show your co-workers that you belong there by going to work everyday and doing your best physically and mentally. Physically by working hard until your supervisor says we are done and not being scared to get dirty. Mentally would to be not to take things personal at work, you might get yelled at, sworn at but just remember that at the end of the day this person that is pushing you is doing it for a reason because they see the potential in you. If they know that you would not work out they would not put the time and effort in pushing you they will just let you do all the dirty work till you quit.

» **KAIPO:** I first started at the age of 16 years old. And joined the union at 17 years old. I am currently a Local

Mahalo to Hawaii Construction Career Days
for inspiring today's young leaders to pursue careers in construction and providing them the tools for success. The future of the building industry is bright.

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675 union member and it has been 25 years now with the union.

My challenges were that the industry always experienced slow times and in order to keep employed, I had to look for work with other companies. Adjusting to the work ethics of each company was somewhat challenging for me. There are so many different ways in plumbing and every plumber will have their own unique way.

What challenges did you face and how did you overcome them?

» **KAIPO:** My challenges were that the industry always experienced slow times and in order to keep employed, I had to look for work with other companies. Adjusting to the work ethics of each company was somewhat challenging for me. There are so many different ways in plumbing and every plumber will have their own unique way. To learn each individual way was the challenging part. The expectation for each company differs and it takes time to adjust to each company's style and expectation. But, I am always willing to learn and feel there is always room for growth.

» **OSHIRO:** Some of the challenges that I had to go through was working away from home for the whole week and being at home only on the weekends. You see your coworkers more than you see your own family.

Finding the first step into any career can be challenging. What advice would you give students looking for apprenticeships?

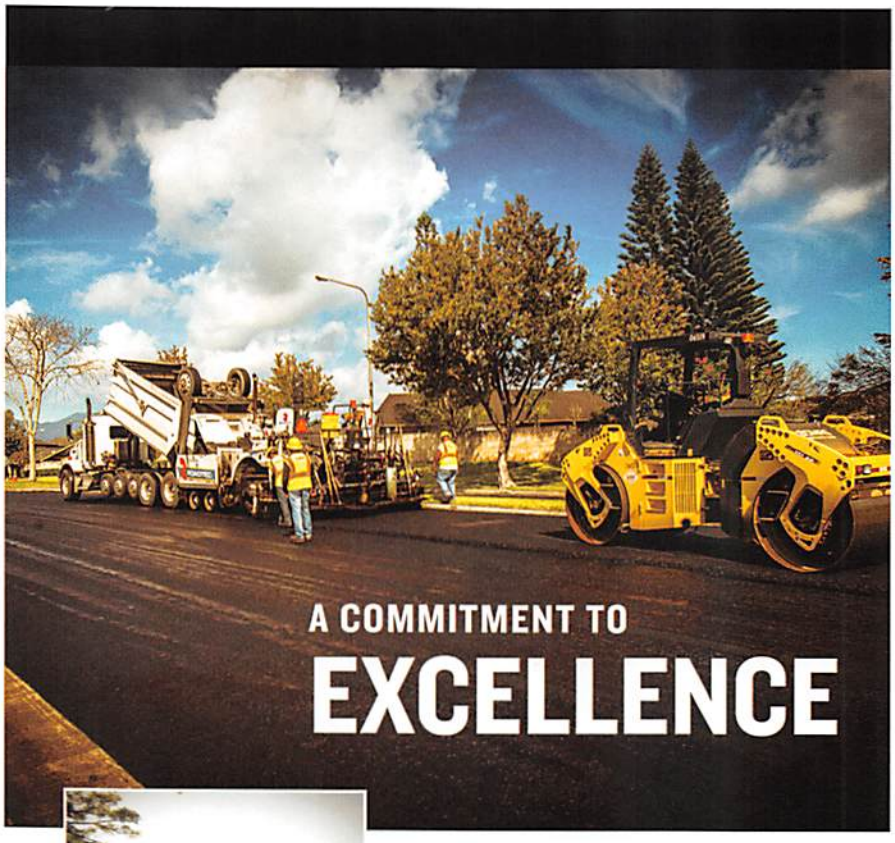
» **KAIPO:** My advice for upcoming contractors is to gain as much knowledge as possible as it is the key to any success. Also, honesty and hard work is what will build character and build positive work ethics. They will definitely need to be strong in math and reading as well as knowledge with computers and technology. Good communication skills and problem-solving skills are also a plus in the industry. All these skills and knowledge will be applied on a daily basis with co-workers, employees and customers when completing any job.

» **BARRIOS:** Be patient and diligent. Everyone went through the apprenticeship program and made it through. Your time will come by when you're ready to lead other apprentices. You will have a chance to work with different journey workers and each will have his/her own way of getting the job done. Take notes and adopt the best practices, refine them, and blaze your path.

» **RAFFIPIY:** Respect and commitment to your trade. You must understand that you need to be productive and that your employer needs to make money from your services.

What do you enjoy the most about being a contractor? What benefits does it have?

» **RAFFIPIY:** That we can affect lives by first and foremost provide employment opportunities to others who are making construction their livelihood. To be able to participate in the building of our communities and making a difference in the lives of our people who most benefited from what we built.



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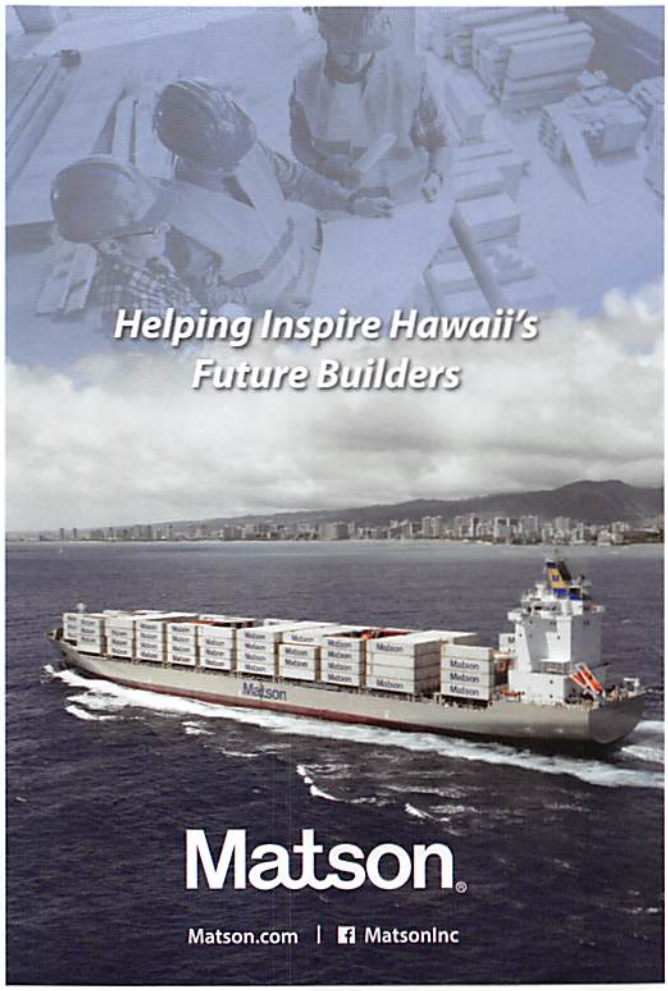
» **KAIPO:** I enjoy working with other contractors and helping my customers. I gain great satisfaction from problem solving and trouble shooting. When a customer is happy then it gives me a good feeling that is worth more than gold. The customers and families I help are what keeps me going. The benefits of being a contractor is that you feel a sense of accomplishment after completing jobs. Owning a company allows me to have flexibility to spend time with my family.

How do you think events like the Hawai'i Construction Career Days can benefit students interested in construction?

» **KAIPO:** This event can inform them on how to start their career in construction. Learning more about the industry may help them to decide if it is a calling and may open up various opportunities for them. Students that attend Career Day may be able to meet people from various companies, HICA and union members. They can gain information and have questions answered by these experienced contractors and business owners. It could be one step into the door by allowing themselves to introduce themselves and meeting knowledgeable people.

» **BARRIOS:** It exposes students to a wide variety of opportunities. Anything they may be interested in will likely be represented at the career day. Career Day is important so students can gain firsthand knowledge about all the different jobs and pathways available in the construction industry. They may find that they are interested in something that they never considered before. ■

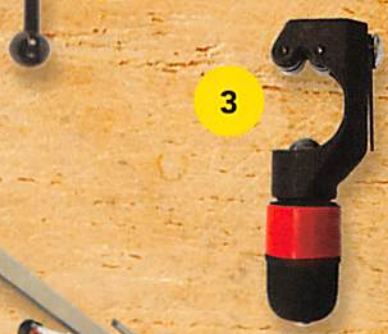


TOOLS OF THE TRADE

Match the tool to the proper name on the list.

See answers at www.hawaiiccd.com

___ Brick Trowel
___ Pipe Wrench
___ Aviation Snips
___ Speed Square
___ Conduit Bender
___ Glass Cutter
___ Carpet Knee Kicker
___ Framing Hammer
___ Mud Pan
___ Hand Saw
___ Tubing Cutter
___ Jab Saw
___ Broad Trowel
___ Thongs
___ Paint Brush
___ Hammer Tacker
___ Taping Knife
___ Side Cutting Plier
___ Suction Cup
___ Grout Sponge
___ Soft Tile Cutter
___ Pencil
___ Chalk Line



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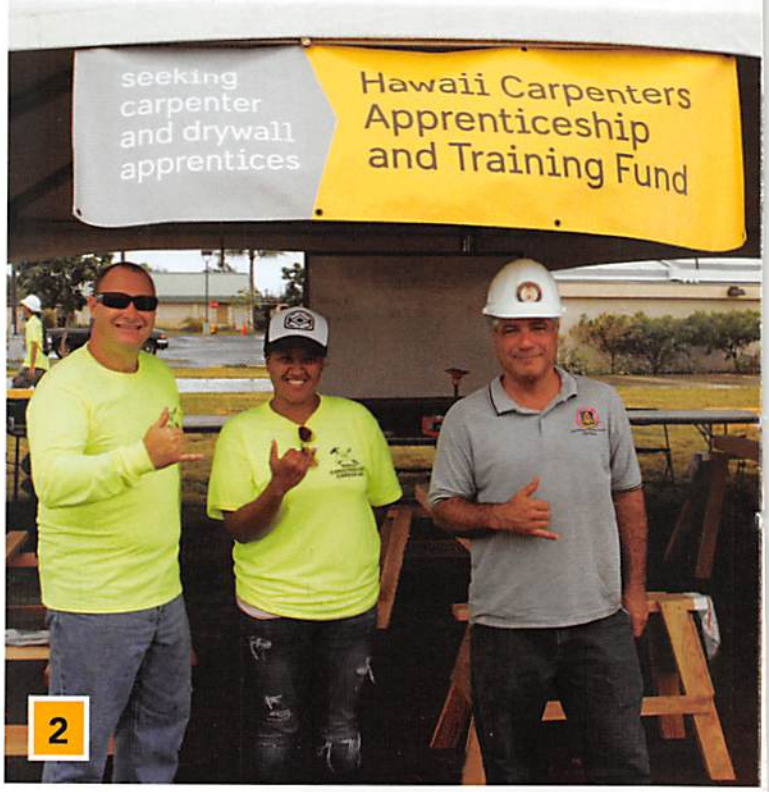
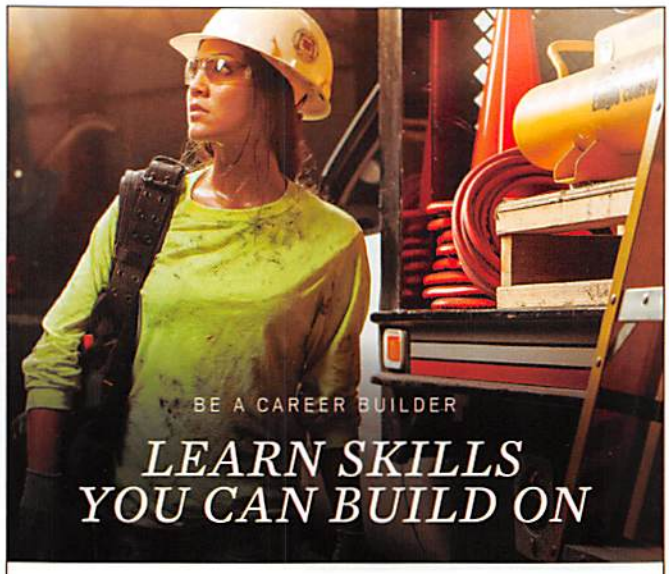
FIRSTIMPRESSIONS

1. Bus loads of of Hawai'i hopeful high school students looking for oppurtunities in the construction field. **2.** Learn about apprenticeship programs. **3.** A career in operating equipment may be waiting for you. **4.** Representatives from Hawai'i CCD on hand to provide guidance. **5.** A hard days work!





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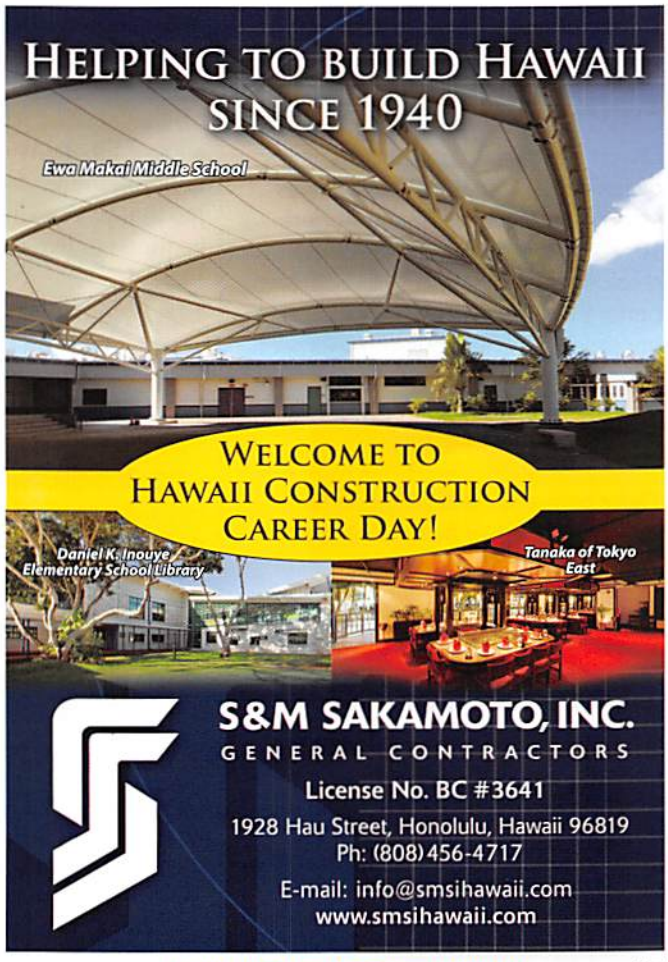

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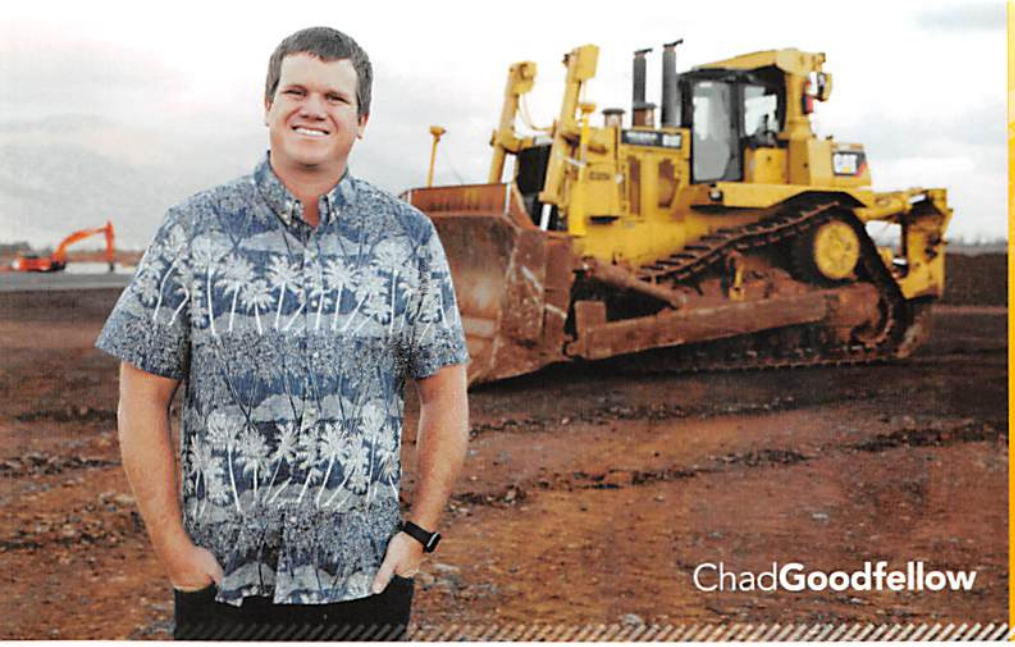

Q&A

WITH CHAD GOODFELLOW & SHEP NELSON OF GOODFELLOW BROS.

Goodfellow Bros Share the Necessities of the Construction Industry

With around 1,500 pieces of equipment on-site, the contractors at Goodfellow Bros know how important heavy equipment and technology is to the construction industry's growth. Goodfellow Bros have used their heavy equipment to transform various regions across North America.

The CEO of Goodfellow Bros Chad Goodfellow and Equipment Superintendent Shep Nelson share their experiences working in construction and using machinery in the industry.

CHAD GOODFELLOW, CEO

Chad Goodfellow is a fourth generation owner in his family business. He was recently appointed CEO on August 18, 2019 after serving as the company president for eight years. His goal is to better the company by "embracing the principles of continuous improvement. The former CEO, Steve Goodfellow will be taking a leadership role as Chairman on the Board of Directors.

These responses will focus on the general aspects of being a contractor in the construction industry.

How did you first start out in a contracting career? What led you to being a contractor?

» **CG:** Goodfellow Bros is our family business that was started by my great grandfather, so I grew up around Construction. My first job was washing this dirty F-150 trucks that came off the jobsites, with my cousin it was a lot of fun. I always had an interest in building things and wanted to have a job that paid enough to enable me to continue to live on Maui.

How is a formal education important for working in the construction industry?

» **CG:** It helps, but if you are willing to work hard and learn as you go, it is possibly to be successful in this industry even without formal education.

What is it like to work as a contractor? What are the benefits and challenges?

» **CG:** Every day is different! We get to work with all different types of people and there is always a new challenge to try and solve. Each Project has its own challenges, but with team work and communication we overcome these challenges for the benefit of the project and the contractor. It's all about being able to come together, think on your feet, and developing the optimal solution to conquer the challenge.

As a fourth generation, family-owned company, how has the construction industry changed over time?

» **CG:** Technology is a big part of what we do today. We use Drones to help us measure how much we build each day, and everything we build we design on a 3D model with Computer Aided Design.

What need is there for contractors now?

» **CG:** We are looking for people that love technology and like to work outside. There will always be a need for

people to build the roads and utilities that Maui uses.

Knowing what you know now, what advice would you give someone who is interested in entering the construction industry?

» **CG:** Ask people that you know in the industry. It is definitely hard work, but you can make a very good living! Out of the university we hire graduates at $60,000 per year as the starting salary, in the trade unions many of our operators make over $100,000 per year!

Why is it important to support Hawai'i Construction Career Days? What is Goodfellow Bros doing to support it?

» **CG:** As an industry, we need to show our youth that there are viable careers available here in the islands and expose them to education and career pathways to attain their goals. Hawai'i Construction Career Day events provide an opportunity to educate both the students and teachers about these careers. They also can speak with those that currently working in the industry to gain insight. We are supporting both the Maui and Big Island CCDs as a Presenting Sponsor to show the importance of showcasing career opportunities within the construction industry. We will have our heavy equipment on-site at the event along with an Exhibit Booth for students and teachers to visit. GBI has been a supporter of the CCDs on all the islands for many years. Educating and investing in our youth of Hawai'i is critical for our future workforce and the right thing to do!

SHEP NELSON, EQUIPMENT SUPERINTENDENT

The questions I asked Shep Nelson were about his expertise with heavy equipment and machinery in the construction industry. His responses should be helpful to prepare students for the hands-on opportunities at the HCCD. It is also informative to ask about the use of heavy equipment as Goodfellow Bros is considered an industry leader in cutting edge technologies with over 1,500 pieces of equipment available.

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LOCAL 1186 HAWAII

Why is heavy equipment and machinery important in the construction industry? How has its importance in the construction industry changed over time?

» **SN:** Without heavy equipment the work would be much slower and much more dangerous. Humans have been doing large scale construction for thousands of years, but the human cost used to be considerable. At Goodfellow we feel that Safety is a right, not a privilege, and part of how we keep our people safe is by having the right equipment for the job.

How did you learn how to use heavy equipment in construction?

» **SN:** My Dad was a heavy equipment welder, here on Maui, and he always had a backhoe or something at his baseyard that he would let me jump on a run. When I was 15 years old I worked for Goodfellow Bros. as a baseyard runner and that gave me more insight to the company and the industry. I liked what I saw!

What do you like best about using heavy equipment?

» **SN:** I love being able to see the transformation. Seeing what you started with and what you can make. Seeing our communities and the facilities our communities need improve is the best part!

How is having formal education important for using heavy equipment? What courses should students take in order to become more experienced with heavy equipment?

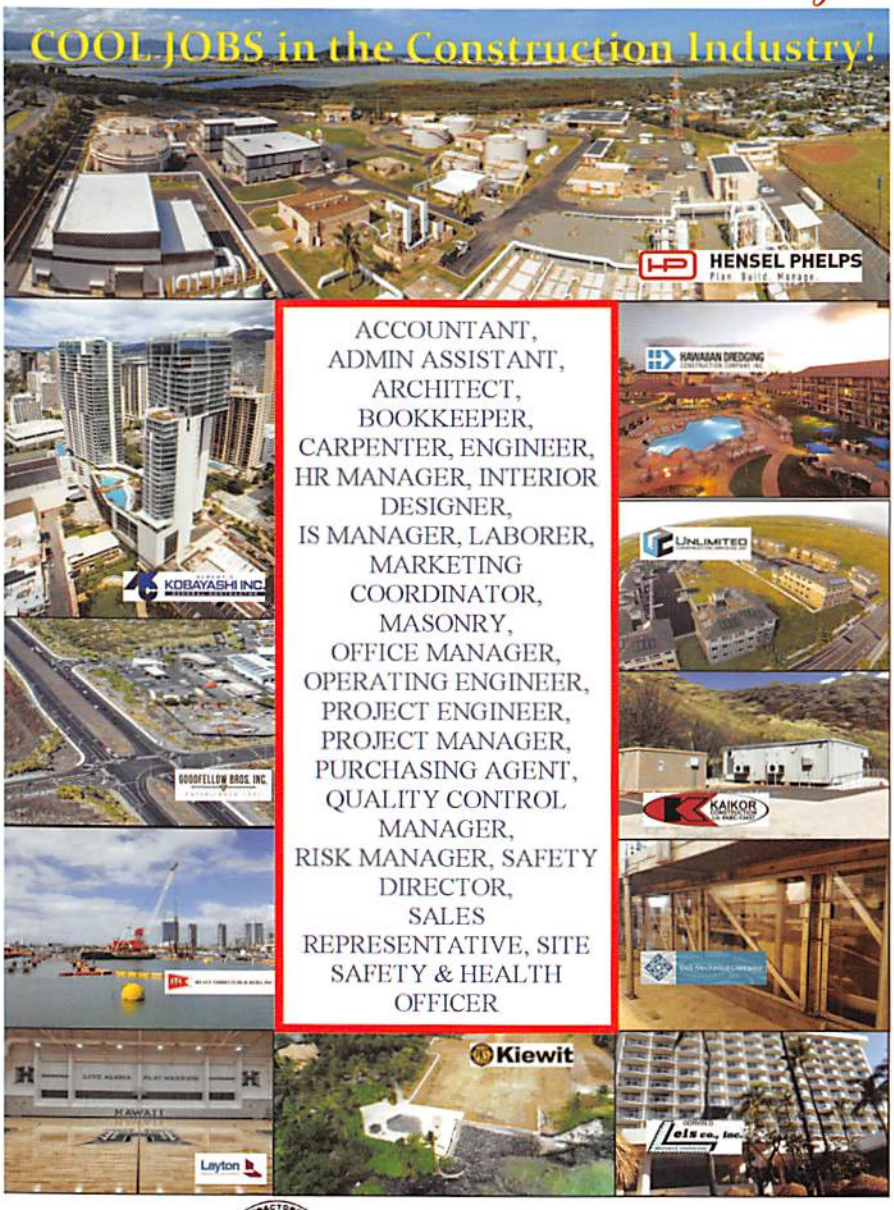
» **SN:** Communication and being able look at a complex situation and relay information, or make a judgement based on limited information are things that we all learn in formal education. These are things that our Operators encounter every day.

There are definitely heavy equipment schools, but I am not sure which are the better schools.

What advice would you give to people interested in using heavy equipment? What resources can people learn from in order to use them?

» **SN:** Safety is a priority on any worksite. Call Local 3, Operating Engineers. They offer training, scholarships and can help with a pathway to being an Operator. The construction industry is also very much in need of mechanics. If you are interested in the mechanics of how engines work and troubleshooting problems, this is definitely a career you should consider!

Welcome to Hawaii's Construction Career Day!



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Quality People. Quality Projects.

How is having hands-on experience with heavy equipment and machinery important?

» **SN:** The experience is a combination of classroom work and hands-on work. Strong communication, math, reading skills are important elements in any job. Operating Engineers, Local 3 has an apprenticeship program that can provide an individual with the adequate training and experience to be able to perform safely and effectively on a job site.

Why is it important to support Hawai'i Construction Career Days (CCD)? What hands on opportunities with heavy equipment and machinery will Goodfellow Bros. have at HCCD?

» **SN:** The CCD events provides an opportunity for high school students to learn and explore various careers in the construction industry, the trade unions are one of those careers. Operating Engineers Local 3 would be the union that trains the heavy equipment operators. They have an excellent apprenticeship program and will be at both the Maui and Big Island CCDs. We, along with many other companies, will have a variety of equipment that will be available for the students to try their hands-on operating (supervised of course). ■

Real Estate Investment Trusts, or REITs, are long-term investors in Hawai'i that fund projects like Ka Makana Ali'i, Hale Mahana student housing at UH, and the Hale Pawa'a medical facility. REIT projects provide construction jobs and much-needed benefits for Hawai'i residents whether the economy is good or bad. REITs are good for Hawai'i.

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#CONGRATS

to our 2019 Career Connections High School Summer Interns from Waianae, McKinley and Kahuku high schools for a job well done. Mahalo to Hawaiian Dredging, Group Builders, Shioi Construction, Nan Inc. and Gill Construction for investing in our youth.

Real work. Real jobsites.

PHOTO CHALLENGE

Test your eye for detail. Can you spot 10 differences between the two photos?

See answers at www.hawaiiccd.com

Project: Kihei High School, Kihei, Maui – Photo Courtesy of Goodfellow Bros.

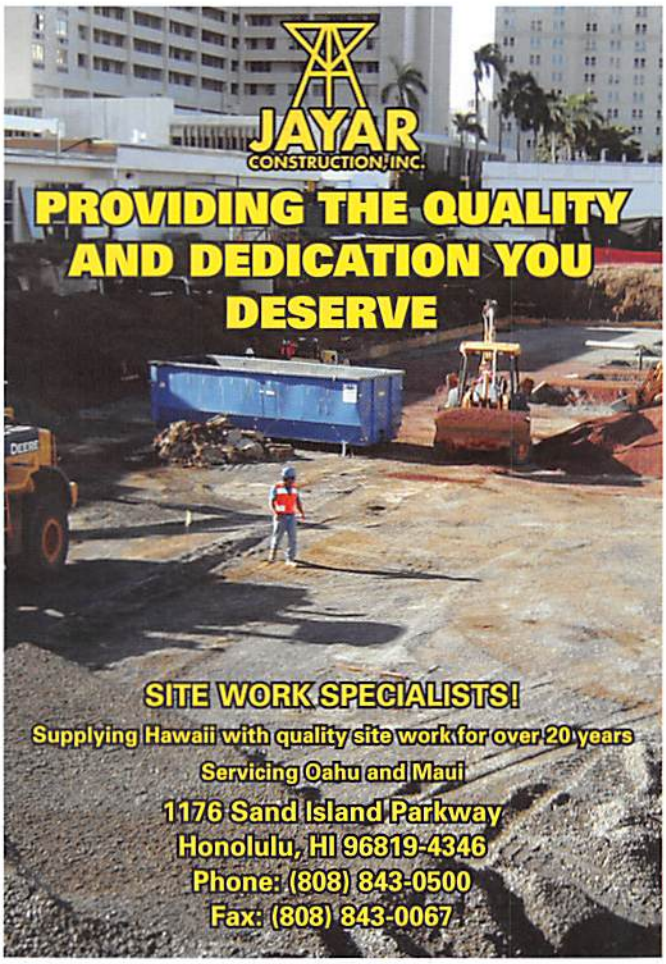
GRAM-NEK

PAU HANA PAY

Craftspeople in the construction industry work hard, but they also get paid well—more than the average Hawai'i employee. Here's a look at the wage estimates for just some of the jobs out there.

CAREER	BASIC HOURLY RATE	ANNUAL
Architects, except landscape & naval	$42.72	$88,860
Architectural and Engineering Managers	$71.62	$140,375
Asphalt Pavers	$44.42	$87,063
Boilermakers	$36.33	$71,207
Carpenters	$49.45	$96,922
Cement Finishers	$41.10	$80,556
Civil Engineers	$46.06	$93,720
Construction Laborers	$39.05	$76,538
Construction Managers	$49.57	$103,110
Drywall & Ceiling Tile Installers	$50.20	$98,392
Drywall Taper/Finishers	$42.60	$83,496
Electrical Engineers	$48.85	$101,600
Electricians	$55.88	$109,524
Elevator Constructor Mechanics	$59.20	$116,032
Floor Layers (Carpet, Linoleum & Soft Tile)	$35.40	$69,384
Glaziers	$39.00	$76,440
Insulators	$40.90	$80,164
Ironworkers	$41.50	$81,340
Lathers	$50.20	$98,392
Mason & Bricklayers	$44.96	$88,121
Mechanical Engineers	$44.62	$92,800
Operating Engineers & Other Construction Equipment Operators	$43.44	$85,142
Painters	$38.35	$75,166
Plumbers, Pipefitters, & Steamfitters	$43.85	$85,946
Roofers	$41.15	$80,654
Sheetmetal Workers	$43.13	$84,535
Surveyors	$31.94	$66,440
Tile Setters	$41.70	$81,732

Source: September 16, 2019 State of Hawaii, Department of Labor Industrial Relations, Wage Schedule Bulletin No. 496 and May 2018 National Occupational Employment and Wage Estimates United States.



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Scholarship Recipients: Left to Right: HICA Scholarship Co-Chair, Alden Chai pose with recipients, (HCC Carpentry Instructor, Gene Harada holding award), Viliami Ahonima (not present), Jovi Kaneshiro, Annabelle Mufalli and HICA Scholarship Co-Chair Les Isemoto.

Hawaii Island Contractors' Association annually holds a scholarship fundraiser which the proceeds raised will go towards our scholarship program.

We provide up to 3 - $1000.00 scholarships each year for 2nd year college students pursuing a degree in a construction-related field of Carpentry, Architectural Engineering CAD Technologies, Electrical Installation & Maintenance Technology, Diesel Mechanics, or third year of Machine, Welding & Industrial Mechanics Technologies.

For more information to apply for the Scholarship or about HICA, please visit our website at hicassociation.com

Hawaii Island HICA Contractors' Association

Hawaii Island Contractors' Association is made up of Members that are Contractors and Associates that care about our Community and wants to see it grow.

For more info call: (808)935-1316 or send an email to: info@hicassociation.com

The Hawaii Island Contractors' Association or HICA is a 501-C Non-Profit Organization founded in 1962. We were created to advocate, support and educate local contractors. With over 140 members we are committed to growing the Big Island.