

September 2018

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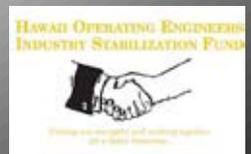
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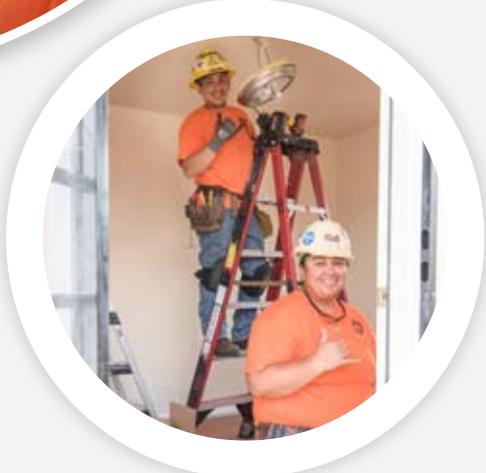
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Message from the Governor



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Governor David Y. Ige 2018 Construction Career Day Welcome Message

It is my pleasure to welcome you to the 12th annual Construction Career Days event.

Have fun while you operate heavy equipment, use specialized tools, and participate in a variety of other activities to find out what it's like to be on a construction site. Be sure to ask questions of the professionals, who are here to help you explore the wide variety of career opportunities in the construction industry. You might find your dream job.

For more than a decade, the State of Hawai'i has been proud to co-sponsor this event. Mahalo nui loa to the dedicated committee members, sponsors, participants, local businesses, the Hawai'i Department of Transportation and all those who have contributed to the success of this exceptional experience. Best wishes for a successful event. Listen, learn and lead!

Aloha,

DAVID Y. IGE
Governor, State of Hawai'i

Agenda/Event Schedule



Kaua'i Construction Career Day 2018
September 21, 2018
Kaua'i Community College

GROUP A and B

8:30 a.m. to 9:15 a.m.

Registration

9:15 a.m. to 9:45 a.m.

Welcome/Safety Briefing

9:45 a.m. to 10:45 a.m.

Group A: Heavy Equipment

Group B: Construction Trades & Educational Exhibits

10:55 a.m. to 11:55 a.m.

Group A: Construction Trades & Educational Exhibits

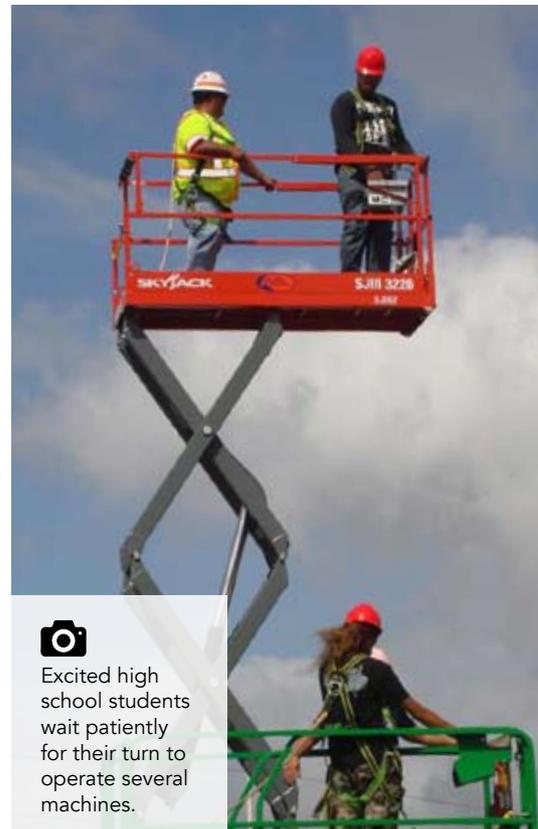
Group B: Heavy Equipment

11:55 a.m. to 12:45 p.m.

Bento Lunch

12:45 p.m.

Return to School



Excited high school students wait patiently for their turn to operate several machines.

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Chairman's Message

Aloha Students,
Welcome to the
inaugural Kaua'i
Construction
Career Day!



This is the first year that we're holding the event on the Garden Island and we couldn't be prouder. For the past few years, we've flown high school students from Kaua'i to other islands to learn about the multi-faceted construction industry and the extensive range of career opportunities it offers. Having Construction Career Day on Kaua'i ensures even more students – as well as parents and educators – can gain a better understanding of our diverse sector.

Kaua'i is a special place and I've been fortunate to call it my home for the last 41 years. My work in construction afforded me the opportunity to live and work here. You can do the same. You can pursue a successful career in a building trade or a related field such as land use planning, engineering, architecture, interior design, project management, facility maintenance and engineering, accounting or building information modeling (BIM) operations. Kaua'i's construction sector is robust and there's no shortage of job opportunities available for qualified candidates.

I hope you'll take full advantage of Kaua'i Construction Career Day to explore your options and discover a path that will get you from high school to an apprenticeship program or college. If you see yourself working in a construction trade, then visit the various professions to get a feel for what each role is responsible for on a job site. If you're college bound, then stop by and chat with some of the exhibitors to learn about post-graduate construction careers. And take the time to talk to the many industry professionals volunteering their time here today, who can tell you why they love working in construction.

Mahalo for being a part of our inaugural event, and best of luck to you as you chart your path for the future.

CONRAD MURASHIGE

President, Shioi Construction, Inc.
Co-Chair, 2018 Kaua'i Construction Career Day



A lot of different types of machinery that is used in the industry offer students hands-on experiences at the 2018 Kaua'i Construction Career Day.



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Chairman's Message

Aloha students and welcome to the 2018 Construction Career Day event at Kaua'i Community College.

The construction industry is an exciting and fulfilling profession. Each project is unique in its own way and those involved are able to see physical evidence of progress as construction begins. Imagine driving over a bridge or roadway, or entering a building or high rise, years after completion, knowing that you were a part of the construction team. It will be fulfilling to know that you helped improve the lives of the community and made our roadways safer.

A career in construction provides a wide range of opportunities. Architecture, engineering, project management, and the various construction trades are some of the professions involved. In addition, there are also business specialists, computer experts, and professionals in safety and quality control.

Today, the interactive exhibits will help you experience some of the skills required in this

industry and realize how technology is becoming increasingly important. In addition, there are professionals and educators in architecture, engineering, project management, and government agencies who will be available to help you to understand the design, planning, and coordination aspects of construction.

I hope you take full advantage of the event and explore the many employment opportunities that construction has to offer. I would also like to acknowledge and thank all of the volunteers and sponsors that helped to make this event a success.

On behalf of the General Contractors Association of Hawai'i, 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.



JAY MANZANO
*President, General Contractors Association of Hawai'i (GCA);
President, Unlimited Construction Services*



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President's Message



Aloha Students, Welcome to the 12th Annual Hawai'i Construction Career Day!

What are you planning to do after you graduate from high school? Are you thinking of going to college or enrolling in an apprenticeship program? If you like working with your hands, or enjoy building things, perhaps a rewarding career in the construction industry is for you. Today you will get to learn about careers in the construction trades, and you will learn about career paths that require a college degree. Due to a severe labor shortage in Hawai'i and throughout the country, there will be many construction-related careers that pay well and have great benefits waiting for you!

In a recent *Forbes* magazine article, Bob Ernst, president of FBN Construction, a high-end construction firm in Boston, said the labor shortage has forced him to increase salaries to retain good talent. "We've had to increase salaries significantly in the last five years," Ernst said. "We generally do what we have to do to keep them. Some of our skilled carpenters are making \$80,000 to \$110,000 a year." The article goes on to say that according to the Bureau of Labor and Statistics, construction managers make an average of \$101,000 annually.

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 and follow your dreams. Good luck in building your future!

Melanie M. Martin

MELANIE M. MARTIN
President
Hawai'i Construction Career Days

Morrison, Jim, "Construction Labor Shortage Creates Increasingly Lucrative Career Paths," *Forbes Magazine*, August 5, 2018, Forbes.com, August 12, 2018

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CONSTRUCTION INDUSTRY CAREER PATHS

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



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

1 APPRENTICESHIP

2 JOURNEYPERSON

3 LICENSING – General, Electrical, Plumbing, Elevator



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



DIFFERENT PATHS YOU CAN ENTER

Q&A

FEATURE

Guy Shibayama

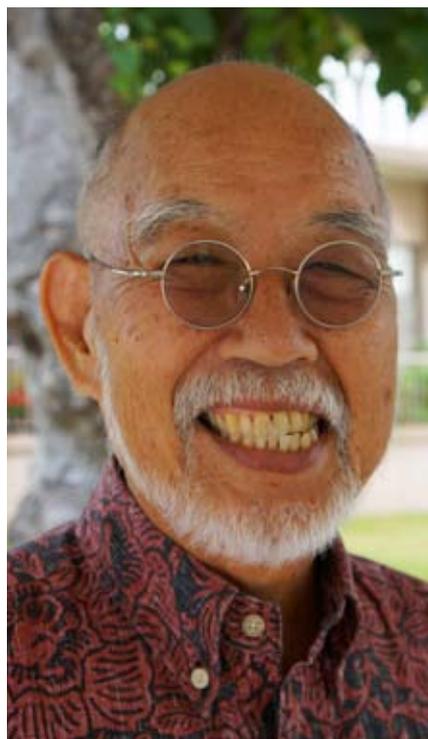
Apprenticeship Coordinator
and Professor at Honolulu
Community College (HonCC)

BY TYLER SHIROMA

W

What has your personal experience with apprenticeships been? How has it shaped your path in life?

GUY SHIBAYAMA: Hopefully, my story is not getting too old as I have been quoted many times



about how apprenticeship “saved my life”. I was not a very good student, 1.39 cumulative GPA, and did not graduate with my class in June. After completing post graduate studies during the summer of 1962, I was awarded my diploma. The day that I finished summer school, my elder sister who was employed in the accounting department of Air Engineering Company, Inc., a mechanical contracting firm had asked the supervisor in the sheet metal dept. if he could give me a job. She instructed me to report at 6:30 a.m. to 645 Halekai Street, find the sheet metal shop, and go see Mr. Jack Sato.

continued on PAGE 13

continued from PAGE 12

As instructed, I show up, found Mr. Sato, and introduced myself as Jean's kid brother, to which he responded, yeh, she told me about you, you my new janitor. After a year as a janitor, Joseph Tom, the shop foreman approached me and said I was dependable and that I work hard and he was going to make me an apprentice. From that start, I served a five-year apprenticeship, and received my journeyman certificate from the Department of Labor. After a couple of years, I was recruited by another firm to be their foreman. With that start, I worked up the ladder to be an estimator, project engineer, and superintendent before I was forty. At that time, I was recruited by the Sheet Metal Workers union to be their apprenticeship coordinator, where I spent the last twenty years in the sheet metal industry. While I was the coordinator, I met Dr. Lawrence Zane, a professor at the UH College of Education who talked to me about getting an education. Under his mentorship, I earned a bachelors and master degrees in education. After forty-two years in the sheet metal industry, I applied for and was hired as an apprenticeship coordinator at Honolulu Community College where I have attained the rank of professor over a span of fourteen years.

When did you realize that a career in the trades was the right decision for you?

GS: As I mentioned previously, I did not decide on my career path, but I am totally lucky that my sibling knew I was heading nowhere and gave me a push in this direction. College was not an option for me as when I applied for UH at age forty-one, they would not accept me with a 1.39 GPA. I had to bribe

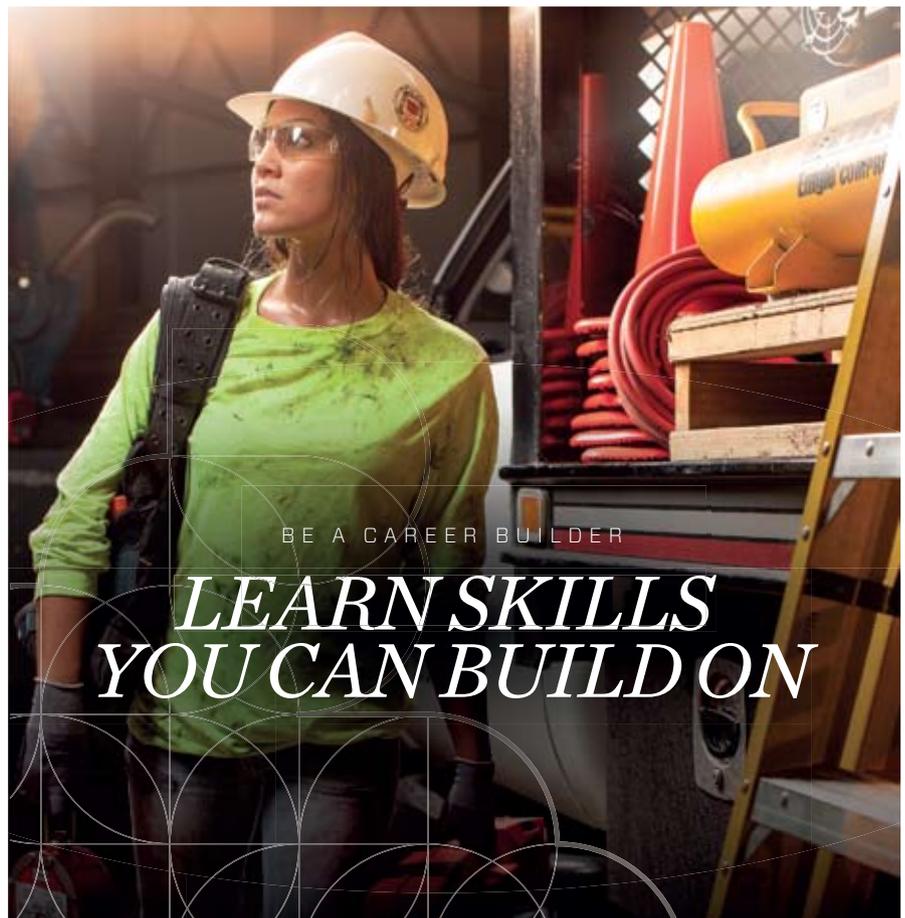
my way into the College of Education, but that's another story.

With the rising pressure to earn four-year college degrees, have you seen a decline in interest in trade professions? What can be done to combat this?

GS: The current State mantra is "55 by 25", fifty-five percent of our adult population will have a

college degree by the year 2025, which I feel is not possible. Statistically, only fifty percent of our high school graduates matriculate to post-secondary institutions and only fifty percent of those who go to college, actually graduate. Currently, college enrollment in Hawai'i is actually declining. Our

continued on PAGE 14



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continued from PAGE 13

system has been brainwashed to believe that a college education is the answer to a successful life. There are the commercials on radio (I listen to the Mele and Shannon morning show) where Mele Apana says that a person with a college degree will earn a million dollars more in a lifetime than one who does not have a degree. When I left the sheet metal industry to work at HonCC with my master's, my salary was half of what I was earning as an apprentice coordinator with the union. Since I left the union, I have collected \$1,108,640.00 in pension. I earned that pension with a summer school high school diploma. At Honolulu Community College, we have faculty with PhDs who earn less than \$80,000.00

“The Construction Career Days is another way to help young people to understand that college is not the only way to get somewhere in life.”

annually. At current rates, a sheet metal journeyman earns an hourly taxable wage of \$50.51 and an additional \$21.54 in non-taxable fringe benefits, which translates to almost \$150,000.00 in annual earnings.

I guess I haven't answered your question about a declining interest in the trades. Again, our school system does not support industrial art education. It was mandatory for me as an eighth grader, but it is almost non-existent in the DOE. Our children are not exposed to the trades other than the career fairs

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that my trade colleagues and I have been attending for over thirty years. Parents are another barrier as they indoctrinate their children with the idea that they must go to college.

The Construction Career Days is another way to help young people to understand that college is not the only way to get somewhere in life.

What kind of resources can students utilize to learn more about the various programs being offered?

GS: There are many resources for students to learn about the trades. HCCD is one. Students can approach the construction union's training coordinators for information, visit training centers, visit apprenticeship related instruction classes, arrange field trips to shops and jobsites, etc. to find out about construction.

What is your best advice for someone looking to get into an apprenticeship?

GS: For the construction trades, you need a good background on reading, writing, and mathematics. Most trade recruitment tests include reading for comprehension and math. I tell students when I go to present career talks that they should take math, shop and drafting courses. It's hard since the DOE does not offer shop or drafting classes. I also share that once you get a job, show up every day, show up on time, and work hard. That's all I did to get from janitor to apprentice coordinator for the union.

Apprenticeships can often provide benefits for employee and employer. How exactly does an apprenticeship benefit both parties involved?

GS: The apprentice benefits for all the reasons previously touched upon. The employer benefits from a productive worker who starts at less than half the wage of a journeyman.

What do you find most rewarding about your job? Why is that?

GS: As a sheet metal worker, I like the fact that I had a role in constructing many of the buildings in the islands. As a young apprentice,

I worked on the Capitol, First Hawaiian Bank, and City Bank. Both bank buildings have since been demolished. I think many construction workers have that satisfaction that they had a hand in building something. If you asked me today, what you did as a professor, I would say for the first part, answer some questions from Tyler, and for the second part, push some papers

continued on PAGE 16

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around on my desk.

Why is it important to support an event like Hawai'i Construction Career Day?

GS: I have supported HCCD from the initial concept until what it is today. It started with a call from Julie Kobayashi with the UH College of Engineering Local Technical Assistance Program for information on construction training program coordinators. That was in 2006. After that beginning, I was involved with offering the Honolulu Community College campus as the venue for the inaugural construction career days. I believe it's important because it provides our students with an opportunity to see that going to college is not the only option after high school, and that there are other roads to a successful life. ■

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PHOTOS

Students attending the Hawai'i Construction Career Day event receive hands-on experience, operating an assortment of trade tools and equipment. Students may also learn about various careers available in the fields of construction, engineering and architecture through fun games and interactive displays.



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Lava Lava Beach Club - Kapaa, Kauai

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Q&A

FEATURE

Roy Shioi

Executive Vice President

for Shioi Construction Inc.

— BY TYLER SHIROMA —



What was school like for you growing up? Did you have an interest in the construction industry as a young boy?

ROY SHIOI: I grew up on Kaua'i and attended Wilcox Elementary School. I then attended 7th grade at Kaua'i High & Intermediate

School before moving to O'ahu. As a young boy, school was fun for me and a place where friends hung out together. At the time, I really did not think about what I wanted to do nor did I have any interest in the construction industry.

How long have you been with Shioi Construction Inc.? And how long have you been with the company?

RS: Collectively, 24 years.

Being that your family founded Shioi Construction Inc., how did you get involved in the business yourself? What was your journey like?

RS: I got into the business by

working for my parents' roofing company during the summers. They bought out the roofing side [of the business] from my grandpa when we moved from Kaua'i to O'ahu. In 1987, after college, Conrad, our current president and my uncle, offered me a job on Kaua'i, which I accepted. I didn't know anything about construction, it was all on-the-job training and learning from others. In 1994, I moved to O'ahu, got married, went back working for my parents for 2 years, and then went to work for Stan's Contracting for 4 years. Stan's Contracting didn't work out, and when Conrad heard I had left, he offered me a position here on O'ahu. I mainly did project managing and

continued on PAGE 19

continued from PAGE 18

estimating, at first. Before I knew it, I was doing all of the estimating for Kaua'i and O'ahu, eventually becoming the chief estimator. In 2011, I was promoted to vice president, then in January of this year, I was promoted to executive vice president.

You and your company take great pride in all the work that you achieve. Are there any projects, past or present, that you are particularly fond of?

RS: There are so many to choose from. We take the greatest pride in building affordable housing for the residents of Kaua'i, past projects such as Kalepa Villages, Regency at Hule'ia, Regency at Puakea, Paanau Villages, Rice Camp Senior Housing. Upcoming project starting in October is the Koa'e Workforce Housing project in Koloa that consists of 23 buildings and 134 units.

In your opinion, how has the construction industry evolved since you've started working in it?

RS: Technological advancements, such as cell phones, computers and tablets, and digital building and estimating software.

What pieces of advice would you have for someone looking to get into the construction industry?

RS: Stay in school, get a good education, and take some trade related courses.

What does a typical day on the job look like for you?

RS: Prepare for estimates and bids (doing take-offs, self-perform

continued on PAGE 20



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THE KIEWIT COMMITMENT

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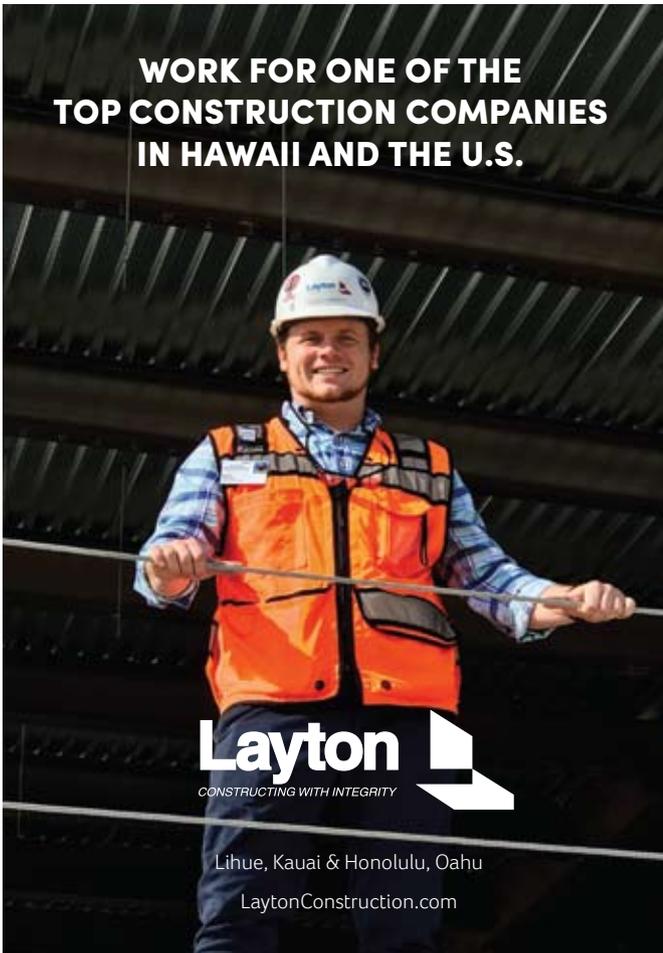
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PHOTOS

Students can try their hand at activities such as laying mortar on brick, survey map reading, or running a crane simulator. They are exposed to local educational programs, industry associations, apprenticeship training programs, etc.



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materials and labor estimating, supplier and subcontractor solicitations, and proposal reviews), project managing jobs from start to finish, scheduling of manpower and equipment, reviewing and executing contracts, and then overseeing and making decisions for overall company operations.

What do you know now that you wish you knew when you were just starting out in the industry?

RS: The importance of education and technology in our industry.

Shioi Construction Inc. is founded on the principles of commitment to client satisfaction, quality and workmanship. How do you instill these fundamental principles into the newest generation of workers?

RS: Leading by example and mentoring – we have many great employees that have been with this company for 15 to 20 years or more and I strongly believe any new employee will adapt and follow the commitment, quality, and workmanship that their senior employees demonstrate.

Three students were awarded the Kenneth Shioi Memorial Scholarship in 2018. How can students earn this prestigious scholarship? Where can they learn more about it?

RS: All they have to do is apply. They can contact Karen Taketa of the Contractors Association of Kaua'i (CAK) at 246-2662 or check out their website. The CAK will have the 2019 scholarship application available at the Construction Career Day. CAK also sends applications to high schools and colleges, does press releases, and will have applications available at the annual Home Show on Kaua'i. ■

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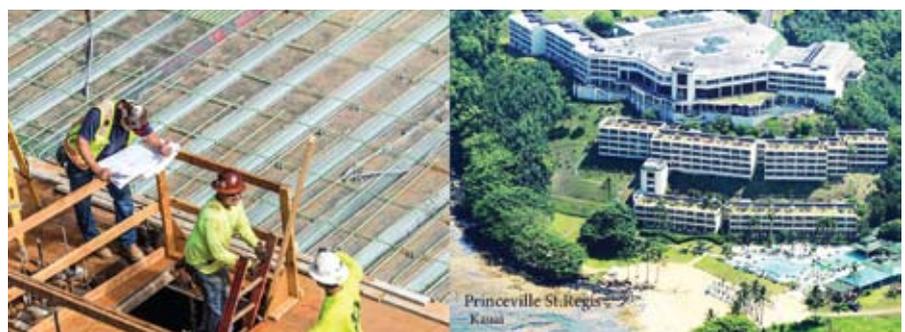
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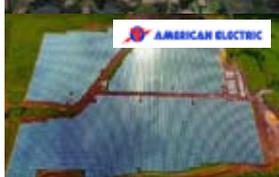


PHOTOS

Students can try their hand at activities such as laying mortar on brick, survey map reading, or running a crane simulator. They are exposed to local educational programs, industry associations, apprenticeship training programs, etc.



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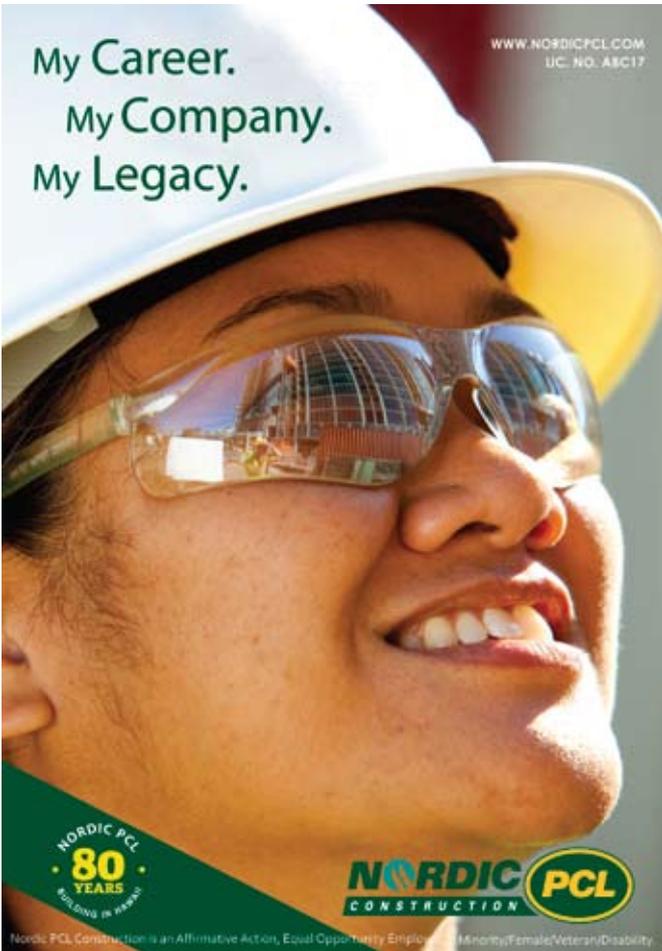
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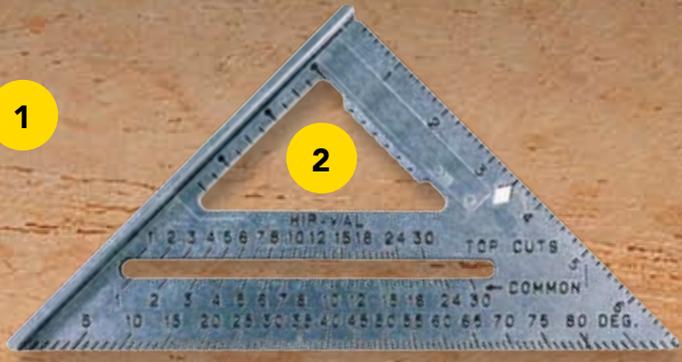
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TOOLS OF THE TRADE

Match the tool to the proper name on the list.

See answers at www.hawaiiiccd.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







Project: Ritz-Carlton Waikiki Tower 2,
Albert C. Kobayashi Inc. - Photo Courtesy
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PHOTO CHALLENGE

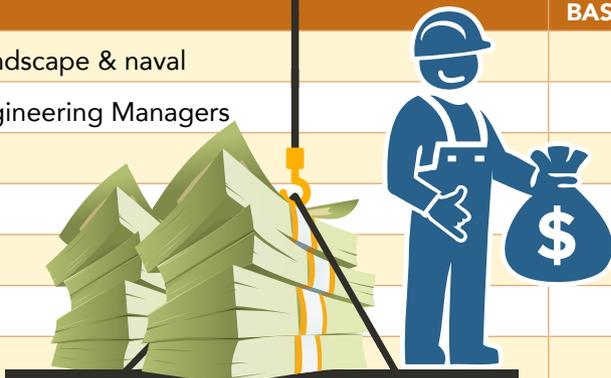
Test your eye for detail.
Can you spot 10 differences
between the two photos?

See answers at www.hawaiiiccd.com



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	\$41.06	\$80,180
Architectural and Engineering Managers	\$61.25	\$120,050
Asphalt Pavers	\$41.92	\$82,163
Boilermakers	\$34.43	\$67,483
Carpenters	\$47.45	\$93,002
Cement Finishers	\$39.10	\$76,636
Civil Engineers	\$41.91	\$82,140
Construction Laborers	\$36.40	\$71,344
Construction Managers	\$52.19	\$102,290
Drywall & Ceiling Tile Installers	\$47.70	\$93,492
Drywall Taper/Finishers	\$42.00	\$82,320
Electrical Engineers	\$44.40	\$87,020
Electricians	\$52.58	\$103,057
Elevator Constructor Mechanics	\$55.61	\$108,996
Floor Layers (Carpet, Linoleum & Soft Tile)	\$33.00	\$64,680
Glaziers	\$36.78	\$72,089
Insulators	\$39.90	\$78,204
Ironworkers	\$39.00	\$76,440
Lathers	\$47.70	\$93,492
Mason & Bricklayers	\$39.76	\$77,930
Mechanical Engineers	\$41.64	\$81,630
Operating Engineers & Other Construction Equipment Operators	\$40.94	\$80,242
Painters	\$36.85	\$72,226
Plumbers, Pipefitters, & Steamfitters	\$41.85	\$82,026
Roofers	\$39.85	\$78,106
Sheetmetal Workers	\$41.80	\$81,928
Surveyors	\$30.37	\$59,530
Tile Setters	\$40.95	\$80,262

Source: September 18, 2017 State of Hawai'i, Department of Labor Industrial Relations, Wage Schedule Bulletin No. 488 and May 2016 State Occupational Employment and Wage Estimates for Hawaii from the U.S. Department of Labor's Bureau of Labor Statistics.

PHOTOS

Students attending the Hawai'i Construction Career Day event receive hands-on experience, operating an assortment of trade tools and equipment. Students may also learn about various careers available in the fields of construction, engineering and architecture through fun games and interactive displays.



Hawaii LECET is a proud GOLD sponsor of the 2018 Hawai'i Construction Career Day

WAGE THEFT IS A **CRIME**



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It!

WHAT IS WAGE THEFT?

Wage theft is the denial of wages and/or employee benefits that are rightfully owed to an employee. Wage theft can be conducted through various means such as:

- Failure to pay overtime
- Kickback payments to their employer
- Employee wage misclassification
- Illegal deductions in pay
- Working off the clock or
- Not being paid at all

On construction projects, these are violations of labor and/or prevailing wage laws.

Contact us at compliance@hawaiiilecet.org if you know of a contractor who is cheating their employees. Let's work together to LEVEL THE PLAYING FIELD and STOP WAGE THEFT Hawaii.



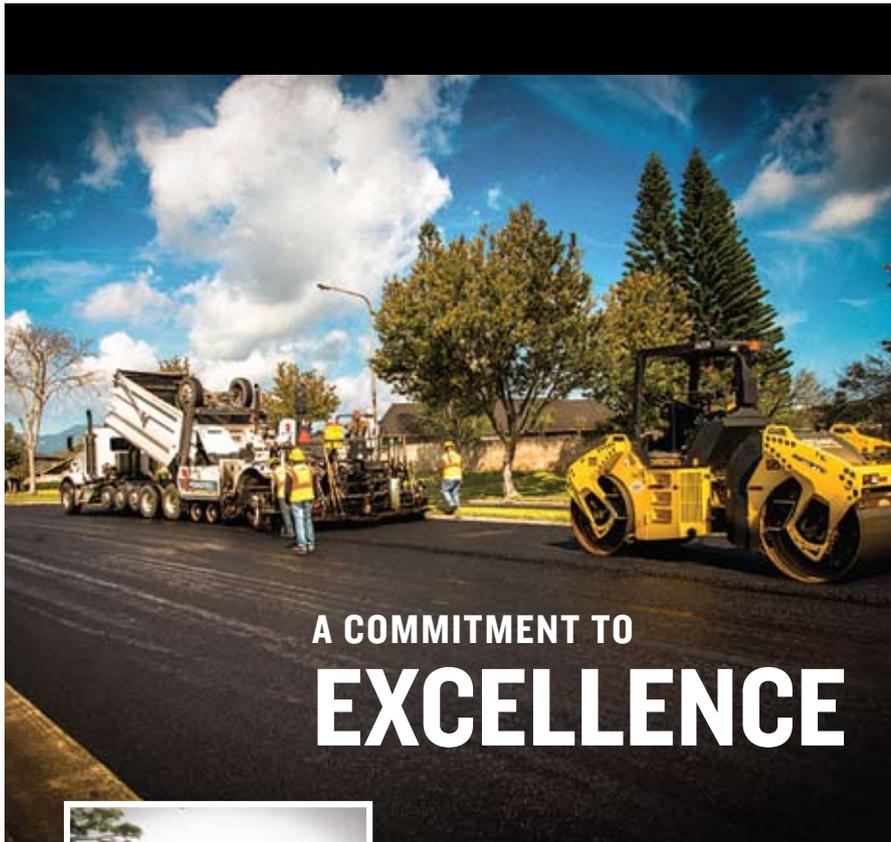
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STOP WAGE THEFT HAWAII

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