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Trades Apprenticeship Program DHHL Model Home Site

PROGRAM REVIEW

2022-23 to 2023-24

TRADES APPRENTICESHIP PROGRAM

The Trades Apprenticeship Program provides the instructional portion of training to active trades apprentices indentured in a State of Hawaii DCCA recognized apprenticeship program. Our UHMC Trades Apprenticeship Program provides this instruction throughout our tri-isle service area of Maui, Molokai, and Lanai, and is a vital to our local economy as it supports workforce development within the construction industry. This program provides training to individuals such that they can maintain employment and subsequently advance to journeyman status in the highly paid construction industry.

Apprenticeship is a system of learning while earning and learning by doing. It is a combination of on the job training with related instruction that is mandated pursuant to the State of Hawaii's Apprenticeship law, HRS 372-6. The program offerings are developed and monitored in collaboration with trades organizations' training programs. Apprenticeship Program Coordinator Michael Young stays abreast of the changing state requirements and is a member of the Apprentice Training Coordinators of Hawaii Association (ATCAH). The Trades Apprenticeship Program continues to have stringent learner goals, objectives, and outcomes using texts, workbooks and lessons based on the various trades and industrial standards provided by the trades training organizations. The trades include Masons, Sheet Metal, Iron Workers, Painters, Floor layers, Tapers, glass Glaziers, Chronicle Cable Technicians, Carpenters, Elevator Operators, Operating Engineers, Electrical, Plumbers, Roofers, and Laborers.

This program also provides theory and practical hands-on training for industry certification in Standard Forklift, Rough Terrain Forklift, Aerial Boom Lift, and Scissors Lift, all of which are OSHA approved industry certifications. Trade Continuing Competency classes for Electrical and Plumbing license renewals are also offered.

The Table below provides data illustrating steady enrollment in the Apprenticeship Program. In addition, enrollments for complementary non-apprenticeship programming such as CDL, Forklift Certification, and Journeyman Continuing Competency courses are included.

Costing Unit	2021-2022		2022-2023		2023-2024	
	# Courses	Enrollment	# Courses	Enrollment	# Courses	Enrollment
Apprenticeship	93	744	66	493	69	572
Forklift	7	49	5	44	5	60
Commercial Motor Vehicles/CDL	1	9	4	9	3	2
Trades/Skills (Bldg. Maintenance, Pre-Apprenticeship, Solar, HVAC, etc.)	14	112	9	142	14	85
Electrician/Plumbers Continued Competency	3	65	9	212	4	99
Totals	118	979	93	900	95	818

Similar to other UHMC credit and noncredit programs, enrollments have varied due to the impacts of the COVID pandemic, the wildfires, and the competition for students given the tight labor market driving an “employees market.” Enrollments in the Apprenticeship Program were 493 in 2022-23, and as of this writing are 572 so far for 2023-24, reflecting an increase which is consistent with the increase in credit program enrollments.

For the 2023-24 year, 126 total courses are planned with 69 offered so far with 36 lecturers hired to teach courses. The 2023-24 lecturer budget is \$176,000 which reflects an augmentation made by a reallocation of budget from the UH Center to the Apprenticeship Program four years ago. At this time, there is no additional resource capacity to expand the Apprenticeship Program without further resources. To increase capacity to help address the chronic trades apprentice shortages, a Supplemental Budget Request for \$250,000 was submitted to support program capacity increase to serve 600 apprentices.

The Program Coordinator is in regular communication and works in partnership with all trades training organizations in an effort to grow the number apprentices enrolled in training programs due to the wild fires in Lahaina. There will be a great need and demand for union trade workers.

Program Goals:

- Continue curricular evaluation and program assessment activities and Continue to strengthen the relationship between UHMC and all the trades apprenticeship organizations to provide practical job skills to our students.
- Continue to assist the UHMC Operations and Maintenance department and give our Apprenticeship Program students applied skills projects and save the college on maintenance labor costs.
- Continue to partner with nonprofit organizations like Habitat for Humanity, DHHL, and other UH departments to develop and implement project-based learning opportunities on- and off-campus.
- Continue to work with Director and ELWD Operations Office to improve and automate Apprenticeship application and health certification (i.e., MedProctor implementation) processes.
- Work with Director to increase industry certifications offered in the upcoming years and add Drones Training and Residential Construction and Maintenance Training.