“Apprenticeship”
The Other Four-year Degree

CLT Presentation 12/15/14 by Honolulu Community College Apprenticeship Department
Guy T. Shibayama, Apprenticeship Coordinator

www.honolulu.hawaii.edu/apprenticeship/index.html
Our Education System

“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”

- Albert Einstein
Education Definition

EDUCATION IS NOT THE LEARNING OF FACTS, BUT THE TRAINING OF THE MIND TO THINK.

~ ALBERT EINSTEIN
“For the things we have to learn before we can do them, we learn by doing them.” Aristotle
Non-singing canaries have to take wood shop
• According to a report on a local television station’s morning news show.
• Honolulu is the 17th most educated city in the U.S.
• 35% of the population have a bachelors degree or better.
• National average is 26%.
• University of Hawaii system has 10 campuses statewide and there are 3 private universities on Oahu.
• Honolulu Community College is the only vocational/technical school.
History of Apprenticeship
One of the early reference of apprenticeship was recorded in the Code of Hammurabi, 188: If an artizan has undertaken to rear a child and teaches him his craft, he can not be demanded back.
• Evidence of apprenticeship in Greece 500 B.C. and later in Rome
• Formal apprenticeships date back to guilds during the middle ages
• The apprentices was indentured to a master who agree to train the apprentice to become a skilled craftsman and in return the apprentice agreed to work for room, board, and clothing.
• Guilds controlled apprenticeships in the 12th and 13th centuries until
• In 1563 England established a system of statutory apprenticeship, the Elizabethan Statute of Artificers, which was designed to preserve and standardize the apprenticeship system.
• This act established seven years as the duration of apprenticeship and that no person could ply a craft without serving an apprenticeship
• Colonial America followed the European apprenticeship model, Paul Revere (Coppersmith), Benjamin Franklin (Printer)
• In the 19th century, apprentices were use as a source of cheap labor
• Upon completion of their term, the apprentice created a masterpiece, which entitled them to go into business or work for a master for day wages and given the title, journeyman
Organized labor lobbied for Federal legislation which resulted in the National Apprenticeship Act of 1937 more widely known as the Fitzgerald Act.

The act directed the Secretary of Labor to formulate labor standards to safeguard the welfare of apprentices.

Extend the application of those standards by encouraging the inclusion of those standards in contracts of apprenticeship.

Bring together employers and labor to form programs for apprenticeship.

To cooperate with State agencies to develop and promote standards of apprenticeship.
• Hawaii enacted its own apprenticeship legislation in 1941.
• Most union sponsored apprenticeship programs have joint apprenticeship committees with equal representation of management and labor.
• The committee is the policy making body for the industry and creates apprenticeship standards following national guidelines.
• The standards include organization and function of the committee, equal opportunity pledge, work processes, wage rates, ratio of apprentice to journey workers, selection of applicants, credit for previous experience, penalties, appeal procedure, related instruction and on the job provisions, obligations and responsibilities of employers and instructors.
• Independent programs are operated by management only.
WHAT IS APPRENTICESHIP?

There are over 850 apprenticeable occupations. Any occupation can be an apprenticeship if it meets the following criteria.

• It is clearly defined;
• It is customarily learned on the job;
• It requires manual, mechanical, or technical skill; and
• It requires at least 2,000 hours of work experience and at least 144 hours of related instruction.
APPRENTICESHIP IS A RELATIONSHIP BETWEEN AN EMPLOYER AND AN EMPLOYEE DURING WHICH THE APPRENTICE LEARNS A TRADE
APPRENTICES WORK UNDER THE GUIDANCE OF A SKILLED WORKER, CALLED A JOURNEYPERSON
APPRENTICES ATTEND RELATED CLASSROOM INSTRUCTION
APPRENTICES EARN WHILE THEY LEARN AND ARE PAID BY THE HOUR WHILE WORKING ON THE JOB
APPRENTICESHIP CONSIST OF 6,000 to 10,000 HOURS OF ON THE JOB TRAINING AND A MINIMUM OF 144 HOURS OF RELATED CLASSROOM INSTRUCTION PER YEAR.
WHAT ABOUT WAGES & BENEFITS?
**WAGES**

- **ENTRY LEVEL WAGE** is $20.05 PER HOUR plus an additional $9.85 PER HOUR in fringe benefits.
- **5% INCREASE** for every 1,000 hours of on-the-job training and satisfactory passing a semester exam.
- **JOURNEY WORKERS** earn $45.12 PER HOUR plus an additional $19.24 PER HOUR in fringe benefits.
- **FORE PERSONS AND SUPERVISORS** make considerably more based on a percentage of the journey workers' wages.

**FRINGE BENEFITS**

- Two weeks vacation and ten days of holidays per year.
- Paid medical, dental, vision, prescription drug, temporary disability, and life insurance plans.
- Pension plan.
- Annuity plan.
- Training for apprenticeship and journey workers.
- Underemployment benefits that supplements the state’s unemployment benefits.
Medical, Dental, Vision, Prescription Drug Plans. To put it in perspective, the State minimum wage is $7.25 and the hourly contribution for a sheet metal worker for health benefits is $9.72

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**Report to Member**

**Barbara J Shibayama**
2304 Rose St
Honolulu HI 96819

**Provider:**
Diagnostic Lab Services

**Dates:** 1/12/06

<table>
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<tr>
<th>Service Description</th>
<th>Charge</th>
<th>Adjustment</th>
<th>Eligible Charge</th>
<th>HMSA Benefit</th>
<th>You Share</th>
<th>Message Codes</th>
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<td>Diagnostic Laboratory</td>
<td>$38.05</td>
<td>$24.25</td>
<td>$14.60</td>
<td>$11.68</td>
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<td>Specimen Collection Fee</td>
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**Total Claim:** $161.05

Payment Made to Provider

**Message Code Explanation(s):**

810 - The benefit paid for this service is based on a fixed percentage of the eligible charge. A portion or all of the copayment has been applied to the copayment maximum. See the plan brochure for more information.

1258 - We do not recognize a separate charge for this service that is customarily included in another billed service.

If you have a question about this report, our customer service representatives will be happy to assist you. Please refer to the reverse side for the phone number of the HMSA office nearest you. The best time to call for a shorter wait time to speak to a representative is Thursday and Friday afternoons.
Every sheet metal worker above the 50% classification has $2.73 per hour contribution made towards their pension

$4,892.76
Every sheet metal journey worker has a $4.59 per hour contribution made by their employer on their behalf into an annuity fund.

Hawaii Sheet Metal Workers - Annuity Fund
Old Money and New Money

Defined Contribution - Account Statement for the Period
February 01, 2013 to January 31, 2014

SHIBAYAMA, GUY T
2304 ROSE STREET
HONOLULU HI 96819

ACCOUNT SUMMARY
Balance as of 02/01/2013 $826,945.46
Contributions/Forfeitures: $0.00
Transfers: $0.00
Withdrawals: $0.00
Change in Investment Value: $114,615.61
Ending Balance (01/31/2014): $941,561.07

CONTRIBUTION SUMMARY
Month Reported
Contributions $0.00
Totals $0.00

DETAILED SUMMARY BY FUND

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<th>Date</th>
<th>Beginning Balance</th>
<th>Transfers</th>
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$941,561.07
1. Graduate high school Spring 2009

2. Register and attend HCC SMP Fall 2009

3. Graduate with certificate Spring 2010

4. Referred as apprentices by Sheet Metal Workers Union summer 2010

5. Start apprenticeship related instruction classes Fall 2010

6. Complete related instruction classes Spring 2015 and work process hours

7. Certified as Journeyman by Department of Labor and Industrial Relations summer 2015

8. Annual taxable income $90,240

9. Fringe benefit non-taxable $38,499
ARE THERE ANY QUESTIONS?