
A BILL FOR AN ACT

RELATING TO A MARITIME YOUTH APPRENTICESHIP PATHWAY PROGRAM.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. The legislature finds that Hawaii's maritime
2 sector, including shipbuilding and repair, port and harbor
3 operations, marine transportation, and ocean-based industries,
4 is essential to the State's economic resilience, supply chain
5 reliability, and emergency preparedness.

6 The legislature further finds that Hawaii faces persistent
7 workforce shortages in maritime occupations due to an aging
8 workforce, limited training pipelines, and insufficient exposure
9 of young people to viable, high-wage career pathways. Many
10 young adults lack access to hands-on, paid training
11 opportunities that lead directly to family-sustaining
12 employment, contributing to youth out-migration and the loss of
13 local talent.

14 The legislature recognizes that maritime careers provide
15 strong earning potential, transferable technical skills, and
16 meaningful work closely connected to Hawaii's island geography
17 and ocean-based economy. Expanding structured apprenticeship



1 and pre-apprenticeship pathways for individuals ages sixteen to
2 twenty-four will create new opportunities for local youth to
3 remain in Hawaii while entering skilled, in-demand professions.

4 The legislature further finds that Honolulu community
5 college, as part of the university of Hawaii community college
6 system, has demonstrated expertise in technical education,
7 workforce training, and apprenticeship-aligned instruction, and
8 is well positioned to lead a comprehensive, statewide study on
9 the development of a maritime youth apprenticeship pathway.

10 Accordingly, the purpose of this Act is to inform the
11 development of apprenticeship opportunities in maritime
12 occupations by:

- 13 (1) Directing the Honolulu community college to conduct a
14 study and develop a plan for a state-sponsored
15 maritime youth apprenticeship program;
- 16 (2) Establishing clear accountability and reporting
17 requirements for the study; and
- 18 (3) Appropriating moneys to support this work,
19 without prematurely establishing or mandating a permanent
20 program structure.



1 SECTION 2. (a) Honolulu community college shall conduct a
2 comprehensive study and develop a plan for a state-sponsored
3 maritime youth apprenticeship program serving individuals
4 sixteen to twenty-four years of age.

5 (b) In conducting the study, Honolulu community college
6 shall partner with:

7 (1) The department of business, economic development, and
8 tourism;

9 (2) The department of education; and

10 (3) The university of Hawaii community college system.

11 Honolulu community college shall also request the
12 participation of maritime industry employers and labor
13 representatives, including shipyards, port and harbor operators,
14 marine transportation companies, and marine service providers.

15 (c) The study and apprenticeship plan shall include:

16 (1) A list of curriculum and instructional requirements
17 that align with secondary and postsecondary career and
18 technical education opportunities;

19 (2) An assessment of how the program will meet state and
20 federal apprenticeship standards and provide
21 industry-recognized credentials;



- (3) An outline of the pathway from high school coursework and pre-apprenticeship into postsecondary training and registered apprenticeships;
- (4) An assessment of employer engagement strategies, including paid on-the-job training opportunities, mentorships, and work-based learning models;
- (5) Any resource requirements, including faculty and staff, facilities, equipment, and administrative support;
- (6) Any funding considerations and potential public-private partnership models; and
- (7) Implementation options, including discussions of pilot phases, scalability, and geographic reach.

SECTION 3. Honolulu community college shall submit a report of its findings and recommendations, including a proposed program structure, estimated costs, implementation options, and any proposed legislation, to the legislature no later than twenty days prior to the convening of the regular session of 2027.

SECTION 4. There is appropriated out of the general revenues of the State of Hawaii the sum of \$ or so



1 much thereof as may be necessary for fiscal year 2026-2027 to
2 conduct a study and develop a plan for a maritime youth
3 apprenticeship program, including faculty and staff needs,
4 research and analysis, stakeholder engagement, curriculum and
5 pathway design, and reporting requirements.

6 The sum appropriated shall be expended by the university of
7 Hawaii system for the purposes of this Act.

8 SECTION 5. This Act shall take effect on July 1, 2026.

9
INTRODUCED BY:



JAN 27 2026



H.B. NO. 2416

Report Title:

UH; Maritime Youth Apprenticeship Pathway; Study; Honolulu Community College; Workforce Development; Appropriation

Description:

Directs Honolulu Community College, in partnership with state agencies and maritime employers, to conduct a study and develop a plan for a statewide Maritime Youth Apprenticeship Program for individuals ages 16 to 24. Requires a report to the Legislature with recommendations on program structure, resource needs, proposed legislation and implementation options. Appropriates moneys.

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