
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 the university of Hawaii
5 community college system has demonstrated expertise in technical
6 education, workforce training, and apprenticeship-aligned
7 instruction. The community college system is well positioned to
8 build upon the current momentum of the existing youth pre-
9 apprenticeship work of Windward community college and Kailua
10 high school and lead a comprehensive, statewide study on the
11 development of a maritime youth apprenticeship pathway.

12 The legislature also finds that in accordance with article
13 X, section 6, of the Hawaii State Constitution, this Act
14 involves a matter of statewide concern.

15 Accordingly, the purpose of this Act is to develop
16 apprenticeship opportunities in maritime occupations by:

- 17 (1) Directing the university of Hawaii community college
18 system to conduct a study and develop a plan for a
19 state-sponsored maritime youth apprenticeship program;
- 20 (2) Establishing clear accountability and reporting
21 requirements for the study; and



1 (3) Appropriating funds to support this work,
2 without prematurely establishing or mandating a permanent
3 program structure.

4 SECTION 2. (a) The university of Hawaii community college
5 system, together with Honolulu community college and Windward
6 community college, shall conduct a comprehensive study and
7 develop a plan for a state-sponsored maritime youth
8 apprenticeship program serving individuals sixteen to twenty-
9 four years of age.

10 (b) The university of Hawaii community college system,
11 shall be provided with the necessary workforce and enrollment
12 data to support the study's findings from:

13 (1) The department of business, economic development, and
14 tourism;

15 (2) The department of education; and

16 (3) The department of labor and industrial relations.

17 The university of Hawaii community college system shall
18 also request the participation of maritime industry employers
19 and labor representatives, including shipyards, port and harbor
20 operators, marine transportation companies, and marine service
21 providers.



- 1 (c) The study and apprenticeship plan shall include:
- 2 (1) A list of curriculum and instructional requirements
- 3 that align with secondary and postsecondary career and
- 4 technical education opportunities;
- 5 (2) An assessment of how the program will meet state and
- 6 federal apprenticeship standards and provide
- 7 industry-recognized credentials;
- 8 (3) An outline of the pathway from high school coursework
- 9 and pre-apprenticeship into postsecondary training and
- 10 registered apprenticeships;
- 11 (4) An assessment of employer engagement strategies,
- 12 including paid on-the-job training opportunities,
- 13 mentorships, and work-based learning models;
- 14 (5) Any resource requirements, including faculty and
- 15 staff, facilities, equipment, and administrative
- 16 support;
- 17 (6) Any funding considerations and potential
- 18 public-private partnership models; and
- 19 (7) Implementation options, including discussions of pilot
- 20 phases, scalability, and geographic reach.



1 SECTION 3. The university of Hawaii community college
2 system shall submit a report of its findings and
3 recommendations, including a proposed program structure,
4 estimated costs, implementation options, and any proposed
5 legislation, to the legislature no later than twenty days prior
6 to the convening of the regular session of 2027.

7 SECTION 4. There is appropriated out of the general
8 revenues of the State of Hawaii the sum of \$ or so
9 much thereof as may be necessary for fiscal year 2026-2027 to
10 conduct a study and develop a plan for a maritime youth
11 apprenticeship program, including faculty and staff needs,
12 research and analysis, stakeholder engagement, curriculum and
13 pathway design, and reporting requirements.

14 The sum appropriated shall be expended by the university of
15 Hawaii for the purposes of this Act.

16 SECTION 5. There is appropriated out of the general
17 revenues of the State of Hawaii the sum of \$ or so
18 much thereof as may be necessary for fiscal year 2026-2027 to
19 cover the costs of a temporary project coordinator, data
20 consultants, and statewide industry workshops.



1 The sum appropriated shall be expended by the university of
2 Hawaii for the purposes of this Act.

3 SECTION 6. This Act shall take effect on July 1, 3000.



Report Title:

UH; Maritime Youth Apprenticeship Pathway; Study; University of Hawaii Community College System; Workforce Development; Appropriation

Description:

Directs the University of Hawaii Community College System, 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 funds. Effective 7/1/3000. (HD1)

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