

Honolulu, Hawaii

FEB 20 , 2026

RE: H.B. No. 2416
H.D. 1

Honorable Nadine K. Nakamura
Speaker, House of Representatives
Thirty-Third State Legislature
Regular Session of 2026
State of Hawaii

Madame:

Your Committee on Labor, to which was referred H.B. No. 2416,
H.D. 1, entitled:

"A BILL FOR AN ACT RELATING TO A MARITIME YOUTH
APPRENTICESHIP PATHWAY PROGRAM,"

begs leave to report as follows:

The purpose of this measure is to require 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 sixteen to twenty-four.

Your Committee received testimony in support of this measure
from the University of Hawai'i System; Hawai'i Harbors Users Group;
The Maritime Group; Hawaii Transportation Association; Chamber of
Commerce Hawaii; and Kapolei Chamber of Commerce.

Your Committee finds that Hawaii's maritime industry is
essential to the State's economic resilience and emergency
readiness, yet longstanding workforce shortages threaten the
sector's long-term stability. Your Committee further finds that
many young people lack exposure to or access to structured
training pathways that lead to high-wage maritime careers, causing
the State to lose potential homegrown talent to out-migration.
Your Committee believes that conducting a comprehensive study to



design a statewide youth apprenticeship pathway will help develop a sustainable talent pipeline by aligning training, employer engagement, and workforce needs.

As affirmed by the record of votes of the members of your Committee on Labor that is attached to this report, your Committee is in accord with the intent and purpose of H.B. No. 2416, H.D. 1, and recommends that it be referred to your Committee on Finance.

Respectfully submitted on
behalf of the members of the
Committee on Labor,



JACKSON D. SAYAMA, Chair



