

## Shipbuilding Workforce Development Program

### Objective:

Create a skilled workforce for Florida's shipbuilding industry through apprenticeships focused on compliance and safety standards.

### Background:

- Florida has public and private training programs around the state for shipbuilding technician, compliance auditor, and maritime safety specialist training.
- Florida is already home to major naval facilities, ports that serve as hubs for shipbuilding and repair, and major international shipyards like BAE Systems and Fincantieri.
- Florida has 220 boat building establishments, accounting for more than 12,000 employees as of 2023. Florida also has 61 ship building and repair establishments, representing more than 3,900 employees, as of 2023.
- Florida projects a 6.9% growth in durable goods manufacturing employment through 2033.
- Florida currently has seven major shipbuilding or port-related projects in its development pipeline, cumulatively representing up to 17,000 potential jobs and more than \$12 billion in capital investment.

### Activities:

- Launch programs for shipbuilding technicians, compliance auditors, maritime safety specialists, boilermakers, industrial electricians, steel workers, steamfitters, shipwrights, and welders.
- Partner with state colleges and technical centers to quickly establish or expand these programs, teaching enrollees how to use the latest technology and machine learning tools to increase efficiency and drive greater outputs.
- Designate Opportunity Zones and Maritime Prosperity Zones to overlap with project areas and scale private investment while taking advantage of public and critical infrastructure.
- Work with the Florida Department of Education, CareerSource Florida, and the Reimagining Education and Career Help (REACH) Office to ensure that programs lead to credentials of value and provide enrollees with strong career pathways.
- Partner with Florida's private industry to identify workforce needs and strategic growth opportunities.
- Offer a variety of programs, including work-based learning, pre-apprenticeships, and apprenticeships to ensure individuals at all levels have access to learning and employment opportunities.
- Work with state, local, and private partners to identify funding to sustain programs beyond the lifecycle of start-up funding.

### Alignment with Presidential Directives:

On April 9, 2025, the President issued an Executive Order directing development of a Maritime Action Plan to revitalize the US maritime and shipbuilding industrial base. On April 26, 2025, the President signed the One Big Beautiful Bill, which authorized \$34B for shipbuilding and the maritime industrial base.

## Florida Maritime Apprenticeship Alliance

### **Objective:**

Expand apprenticeships and pre-apprenticeships for careers in port operations, crane techs and crane repair technicians, and maritime logistics.

### **Background:**

- Florida's ports require skilled labor for operations and compliance across a spectrum of economic activity.
- Florida has 16 deepwater seaports that generate an estimated \$196 billion in economic value through cruise and leisure activities, space vehicle launch and recovery, cargo facilities and foreign trade zones, firmly establishing Florida as a linchpin of global port activity.
- Five of Florida's top 20 projected fastest growing industries through 2033 are in transportation and warehousing and transportation equipment manufacturing. Three of Florida's top 20 projected fastest growing industries are in transportation and warehousing.

### **Activities:**

- Work with the Florida Department of Education and CareerSource Florida to establish apprenticeship programs for port operations technicians, crane techs, and maritime logistics specialists.
- Partner with ports, terminal operators, cruise lines, and Florida's aerospace industry to identify labor market needs, then work with the state's colleges and technical centers to establish training programs to meet those needs.
- Ideally, through work to develop crane tech and crane repair technician pipelines, attract a major ship-to-shore crane manufacturer to the state.
- Work with state, local, and private partners to identify funding to sustain programs beyond the lifecycle of start-up funding.

### **Alignment with Presidential Directives:**

Directly supports "America First" by prioritizing US jobs and reducing reliance on foreign labor.

## Florida “No Manning Required Ship” Program

### **Objective:**

Expand maritime autonomous vehicle production, research and development, and associated workforce training programs.

### **Background:**

- The future of American naval warfare will be heavily dependent on “No Manning Required Ships” or NOMARS. NOMARS, and by extension all naval surface and sub-surface warfare, will depend on our capacity to quickly build and deploy these vessels for both training and simulation activities, as well as in-theater engagement.
- Florida has 220 boat building establishments, accounting for more than 12,000 employees as of 2023. Florida also has 61 ship building and repair establishments, representing more than 3,900 employees, as of 2023.
- Florida projects a 6.9% growth in durable goods manufacturing employment through 2033.
- Florida currently has seven major shipbuilding or port-related projects in its development pipeline, cumulatively representing up to 17,000 potential jobs and more than \$12 billion in capital investment.

### **Activities:**

- Partner with the University of South Florida, other interested universities, and the appropriate state colleges to identify career pathways and create a pipeline of work-based learning, dual enrollment, pre-apprenticeship and apprenticeship programs.
- Career pathways would include welders, machinists, naval engineers, and robotics specialists, among others.
- Designate Opportunity Zones and Maritime Prosperity Zones to overlap with project areas and scale private investment while taking advantage of public and critical infrastructure.
- Using private partnerships, identify industry participants that can provide training opportunities for enrollees while expanding operations and shipbuilding capacity.
- Work with state, local, and private partners to identify funding to sustain programs beyond the lifecycle of start-up funding.

### **Alignment with Presidential Directives:**

On April 9, 2025, the President issued an Executive Order directing development of a Maritime Action Plan to revitalize the US maritime and shipbuilding industrial base. On April 26, 2025, the President signed the One Big Beautiful Bill, which authorized \$34B for shipbuilding and the maritime industrial base.

## **Establish a Florida State Maritime Academy**

### **Objective:**

Establish a State of Florida Maritime Academy to educate a new generation of mariners to support commercial trade and military equipment deployments.

### **Background:**

- There is a current shortage of U.S. Merchant Marines to staff ships critical to trade and military deployments (U.S. Navy believes up to 10,000 additional mariners are needed).
- Six states operate state Merchant Marine Academies (last one was established 56 years ago).
- State Merchant Marine Academies offer four years of instruction for commissioned officers and Merchant Marines (including U.S. Coast Guard licenses).
- Current federal government support measures for state academies include training ship fuel payments/donations, direct financial support, scholarships to students (Student Incentive Payment (SIP) Program).
- Anticipated congressional and presidential actions will increase existing support measures to establish and operate academies.

### **Activities:**

- Work with the Florida Department of Education and State University Board of Governors to determine interest, potential locations and costs to create a state maritime academy.
- Contact the U.S. Maritime Administration (MARAD) to determine its interest in additional state maritime academies, current academy capacity levels and support for new institutions.
- Monitor Congress, the White House and MARAD for additional state academy support measures.

### **Alignment with Presidential Directives:**

On April 9, 2025, the President issued an Executive Order directing development of a Maritime Action Plan to revitalize the U.S. maritime and shipbuilding industrial base. Within 90 days of the order, the U.S. Department of Transportation was to address (*Note: results have not been publicized*):

- Impact of establishing new and expanding existing academies.
- Programs supporting state maritime academies.
- Workforce education and transition challenges.
- Current number of mariners and estimated future needs.
- Scholarships for allied country maritime experts to teach in the U.S.