

## Apprenticeship/Internship Opportunities in Hawai'i

### Hālau Ke'alaokamaile <https://www.kealaokamaile.com/>

Hālau Ke'alaokamaile's mission is to perpetuate the Hawaiian tradition, culture, and heritage through its arts, beliefs, dance, language, and agriculture. A strong connection to the land is an essential part of the hula experience. The farming training program is designed to enhance the success of Native Hawaiian agroforesters by increasing economic opportunity, food security, and the cultural connection to the forest through traditional Hawaiian protocols. Culturally appropriated classroom and hands-on workshops are offered to a target audience of Native Hawaiian adults and youth. **Contact** Fred Punahale Krauss, [admin@kealaokamaile.org](mailto:admin@kealaokamaile.org)

### Hawai'i Farmer Union United (HFUU) Apprentice Mentoring Program

<https://hfuuhi.org/chapters/haleakala/education/farm-apprentice-mentoring-fam-program/>

The Farm Apprentice Mentoring (FAM) program is a signature program of HFUU and HFUF, its Foundation, a 501 (c) 3. FAM integrates Hawaiian cultural practices of sustainability and land management with a whole systems approach to agriculture. FAM program modules are delivered by certified instructors from the UH Maui College Office of Continuing Education (OCET), and the Sustainable Living Institute of Maui (SLIM). Each of the classes are followed by an on-farm immersion as information learned in the classroom is applied on a working farm. Upon completion of Phase 1, apprentices who have satisfied levels of attendance and learner outcomes receive a Certificate of Professional Development from the UH-Maui College OCET.

**PHASE 1:** Through class work and on-farm immersion activities with experienced mentors, participants acquire and hone the skills and techniques of organic and regenerative agriculture.

**PHASE 2:** Optional to Phase 1 apprentices and open to the public, Phase 2 offers an in-depth farm business planning course, product and value-added product retail and wholesale marketing classes, guidance in land acquisition and leasing, all to help beginning farmers launch into a commercial and/or subsistence operation.

**\*Phase 1 and Phase 2 run consecutively and can be completed in either order**

**Contact** Bobby Pahia, FAM Director, [hfuu@hfuuhi.org](mailto:hfuu@hfuuhi.org)

### Hawaiian Sanctuary Retreat Center <https://hawaiiansanctuary.com/>

<https://hawaiiansanctuary.com/internships-in-hawaii2/>

This is a tropical sanctuary of Wellness and Ecological Recreation located in Pahoia on Hawaii Island, dedicated to top experiential education in the areas of health, wellness, permaculture, leadership and sustainability, as well as opportunities for personal and collective growth. Permaculture internship: Through action, interns will learn to tend to gardens, nurseries, food guilds and permaculture design from a variety of instructors. Interns also become part of a sustainable community: joining in team meetings, Ohana Circle, Non-Violent Communication Class, and service projects. Tuition \$795/mo. for this 2-3 month program, housing and some meals included.

**Contact:** Joe Lee, Number: 800-309-8010, [grow@hawaiiansanctuary.com](mailto:grow@hawaiiansanctuary.com)

### The Hawaii Institute of Pacific Agriculture (HIP Agriculture) <https://hipagriculture.org>

The Hawaii Institute of Pacific Agriculture (HIP Agriculture) is a conscious movement of inspired individuals living a model of sustainability through direct engagement with the earth and service to youth and communities. Located in North Kohala, HIP Agriculture is a growing community that cultivates a diverse collection of Polynesian crops and operates as an educational

site offering sustainable agriculture courses, youth programming, community workshops and events.

**HIP Agriculture Apprenticeship Program:**

<https://hipagriculture.org/farm/farm-apprenticeship>

HIP Agriculture hosts a one year Apprenticeship program on its farm. The apprenticeship program is open to post-secondary students who are seeking agricultural career training in market gardening and tropical agroforestry. Apprentices participate in a schedule of farm projects each week in exchange for training, mentorship, unique educational experiences, fresh farm food, a rustic off grid cabin, access to the community kitchen, laundry facilities, and a small stipend. The farm schedule typically includes in field projects, landscaping, marketing and sales, food processing, repairs and maintenance, and volunteering at special events. Working alongside the farm managers, and other staff members apprentices gain valuable skills in permaculture, organic gardening, business management, agroforestry, bee keeping, plant medicine.

**Contact:** Aaron Bradley, Farm Program Director, [aaron@hipagriculture.org](mailto:aaron@hipagriculture.org)

**Kahumana Organic Farms, [www.kahumana.org](http://www.kahumana.org)**

Alternative Structures International (dba Kahumana Organic Farms) is a 501(c) 3 non-profit organization operating on 50 acres in Lualualei Valley in Wai‘anae. Kahumana Organic Farms provides multiple social and community programs, Kahumana Organic Farms’ is a commercial farm that supplies over fifty restaurants and hotels, attends several farmers markets, operates a farm hub, a farm-to-table cafe, a retreat center and farm tours. Based on availability, Kahumana operates work trade programs for volunteers, interns, and apprentices. The farm is looking for people who want to be part of the Kahumana ‘Ohana and who are seeking to learn skills of growing, sharing, and eating Hawai‘i grown foods.

**Work Exchange:** 2 month commitment. Includes room and board.

**Internships:** 6 month commitment. Includes stipend, room and board.

**Apprenticeships:** 12 month commitment. Includes stipend, room and board.

If you are interested in at-will employment opportunities at Kahumana Organic Farms, please reach out to us [kahumanafarm@asi-hawaii.org](mailto:kahumanafarm@asi-hawaii.org). In your email, tell us a little about yourself, your desired start and end dates, and include a resume.

**Contact:** Christian Zuckerman, 808-542-9565, [czuckerman@asi-hawaii.org](mailto:czuckerman@asi-hawaii.org)

**Kāko‘o ‘Ōiwi, <https://kakooiwi.org>**

Kāko‘o ‘Ōiwi is a community-based non-profit organization based in the ahupua‘a of He‘eia, moku of Ko‘olaupoko, island of O‘ahu. With the support of the local community, Kāko‘o ‘Ōiwi continues to implement Māhuhua ‘Ai o Hoi (Regrowing the Fruit of Hoi), a long-range project to restore agricultural and ecological productivity to nearly 405-acres within the wetlands of He‘eia. Through our cultural, educational and ecosystem restoration programs, Kāko‘o ‘Ōiwi is promoting the social and economic advancement of the local community.

**Māhuhua ‘Ai o Hoi Internship (MAHI)** is an 8 week summer program focusing on contemporary Hawaiian agricultural practices and the idea of Ma ka hana ka ‘ike (learning by doing). Interns will learn various aspects of wetland kalo production, diversified farm and land management methods, traditional Hawaiian cultivation practices, and basic business management skills. Interns will work and learn alongside Kāko‘o ‘Ōiwi staff as well as engage with experts from the agricultural community. Internship period is during the summer from June to July.

**Contact:** Nick Rappun, 808-371-5325, [nick@kakooiwi.org](mailto:nick@kakooiwi.org)

**Kipahulu ‘Ohana <https://kipahulu.org/>**

The Kipahulu ‘Ohana is a grassroots Hawaiian 501(c)(3) nonprofit organization founded in 1995 dedicated to the cultural sustainability of the Kipahulu moku in East Maui, Hawai‘i through

educational programs which incorporate local, national and international partnerships and projects. To this end, they conduct culturally-based agricultural and resource management projects from mauka to makai. They operate [Kapahu Living Farm](#), a traditional Hawaiian wetland taro farm located in Haleakala National Park and managed through a partnership agreement with the park service, where we host educational programs for schools and community groups and distribute poi and other products to the local community.

<https://attra.ncat.org/internship/kipahulu-farm/>

Internships are available and include in permaculture practices, work on Kapahu Living Farm and associated farm sites, with the ability to earn a Permaculture Diploma. Entrepreneurial ventures are integrated into the schedule, including edible landscape design/installation, value-added production, etc. Income is cooperatively distributed among the students as a form of stipend. Pilot ventures may end up becoming future student businesses for graduation.

Applicants can receive more information and application materials by submitting a letter of inquiry, detailing their motivations and relevant experiences. Meals: Staples provided; vegetables and fruits harvest onsite

Stipend: Possible profit sharing; Housing: Separate rooms within large farmhouse.

Contact: [ohana@kipahulu.org](mailto:ohana@kipahulu.org), 808.248.8673

**Kupa'a Farms.** <http://www.kupaafarms.org/home.html>

This four acre farm, located at 1900' elevation on the slopes of Haleakala, Maui in Kula, grows a wide range of organic vegetables, fruits and award winning coffee. They also offer consulting services and educational programs.

Volunteer opportunities: Join the *Kupa'a Farm* clan every Monday morning at 7:30 am to help plant & weed. In turn, they offer you a box of produce similar to that of our CSA program.

Apprentice Education in making a farming system that works

Contact: Gerry Ross • [lavaboy458@gmail.com](mailto:lavaboy458@gmail.com) • 808-876-0678

**Lokoea Farms** , <https://lokoeafarms.wixsite.com/home>

Lokoea Farms is a local family-run operation that has been producing delicious food since 2000. They mainly produce naturally-grown Valencia and Navel oranges, as well as a variety of other fruit & produce including lemons, limes, grapefruit, avocado, mango, papaya and more.

One of its owners is a graduate of GoFarm Hawai'i and has experience hosting interns.

Contact Noe Neumann, 808-228-8865 [info@lokoeafarms.com](mailto:info@lokoeafarms.com)

**Malamaki Farm School** <https://attra.ncat.org/internship/malamaki-farm-school/>

This is an intentional community in Kea'au, Hawaii created for the specific purpose of sponsoring/mentoring people who choose to save our planet by means of right livelihood; specifically regenerative farming and associated trades. Apprentices pay no tuition and their room & board is provided. The program also connects apprentices with well-paying work so they have income during their apprenticeship.

Contact: Eddie Clark, : 808-938-4844, [eddie@stewardshipincorporated.org](mailto:eddie@stewardshipincorporated.org)

**MA'O Organic Farms** <https://www.maoorganicfarms.org/4programs>

Mao Organic Farms is a social enterprise building a future of mā'ona, of plenty, by connecting youth and land through the daily practice of aloha 'āina, empowering youth to succeed in college and secure sustaining careers, and growing organic produce that yields individual and communal vitality.

The **MA'O Farm Management Apprenticeship** program is designed for those who are committed to pursuing a career in agriculture and are seeking to build sophisticated farming and leadership skills. Most participants have completed a baccalaureate degree in a related field, such as

agroecology or community food systems. Participants in this multi-year program are full-time staff, and receive a salary and benefits. Applications accepted on a rolling basis.

Send inquiries to [info@maoorganicfarms.org](mailto:info@maoorganicfarms.org).

### **Maui Bees** <https://mauibees.com/>

Maui Bees Inc as a family business in Kula, Hawaii for the past 10 years. They produce first quality garden fresh produce, organically fed pastured eggs and Maui Honey. Over the years they owners have developed a stewardship model of farming techniques that reflects a solid commitment to regenerative farming. The farm uses biodynamic sprays and preparations, builds all its own organic compost, inoculates the soil with beneficial microbes, and uses cover crops and “no till” mulches to build carbon in the soil.

**Internship information** <https://attra.ncat.org/internship/Maui-Bees/>

Full-time interns sought; housing and meals included, no or minimal stipend, minimum one year commitment requested. *Please check with the contacts below to see what opportunity is still available.* Previous internships have included the care of livestock, including goats and cows.

**Primary Contact:** Lea Deveneau, [lea@mauibees.com](mailto:lea@mauibees.com), 808-280-6079

### **Maui Family Farmer Training Network**

This program is in the process of development. For more information contact Phyllis Robinson, [pfierrob@gmail.com](mailto:pfierrob@gmail.com) and or 808 647-4066.

### **Mohala Farms**, <http://www.mohalafarms.org/>

Mohala Farms is a 6-acre organic farm and non-profit organization located in Waialua on the North Shore of O’ahu. Since 2005, they have been building the farm’s infrastructure and revitalizing the soil - bringing the land back to a state of healthy productivity and abundance. As a non-profit organization, they complement work as farmers with a broader mission of having the farm be a place of learning, inspiration, renewal, advocacy and community service.

<http://www.mohalafarms.org/farm-interns.html>

**The Mohala Farms Internship Program**, <http://www.mohalafarms.org/farm-interns.html>, offers an in-depth and immersive farming opportunity for aspiring organic farmers. Farm interns gain practical tools and skills related to organic farming methods such as planning and planting cover crops, compost management, mulching, EM (compost tea spray), vermicast/vermicomposting, and more. Farm interns are expected to work 40 hours a week, five days a week. Internships are year-long commitments (beginning in the early fall/late summer), but longer or slightly shorter term timelines can be discussed on a case-by-case basis. There are two farm internship opportunities offered each year, with priority given to those who apply early. Each intern receives a monthly stipend of \$500, a comfortable, on-site off-the-grid cabin and access to farm fresh produce. **Volunteer and WWOOF experiences are also available.**

**Contact:** Mark Hamamoto at [mohalafarms@gmail.com](mailto:mohalafarms@gmail.com).

### **Moloa'a Organica'a**, <https://www.moloaaorganicaakauai.co>

Moloa'a Organica'a is a family operated organic farm in Anahola, HI that grows four acres of a wide variety of vegetables and about 20 plus acres of fruit trees such as mango, avocado, lychee, bananas, papayas, etc. They sell our produce to farmers markets from Kapa’a to Waipa, and serve restaurants and health foods stores from Lihue to Hanalei.

They offer opportunities for aspiring farmers. Depending on the season, the weather, and the flow of our crew, their demand for help on the farm is always fluctuating. They would always like to hear from anyone interested in joining the team.

Address questions to <https://www.moloaaorganicaakauai.com/contact> or Contact [moloaaorganicaa@gmail.com](mailto:moloaaorganicaa@gmail.com), 808-651-1622

**Pono Grown Farm Center, <https://ponogrown.org/>**

Pono Grown Farm Center, a 15 acre site in Makawao, HI, grows fruits, vegetables, honey, eggs, plants & teaches land design & educational workshops. They offer agriculturally based internships in regenerative living at their farm setting. Internships are generally 20 hours a week. Basic housing is offered. Three month time commitment requested; shorter stays possible, no stipend offered.

**Contact** Evan Ryan at 808-269-9356, [evnryan@hotmail.com](mailto:evnryan@hotmail.com) or use this link for more information: <https://ponogrown.org/contact-us/>

**Sust 'āina ble Molokai, <https://www.sustainablemolokai.org/>**

Sust 'āina ble Molokai is a community-based non-profit organization committed to restoring 'Āina Momona (abundant land) to Molokai.

<https://www.sustainablemolokai.org/internship-program/>

**Sust 'āina ble Molokai's community-based food system internships** offer its island residents, youth and adults, the opportunity to gain hands-on experience while earning a stipend. Interns can work with island farmers and learn how to grow various crops (vegetables, fruit, taro, etc). They can also work in other aspects of local food, such as marketing and distribution, or making value-added products or locally sourced, healthy meals. Whatever area they choose, interns will gain a better understanding of Molokai's food system and their role in it. They will also gain career-readiness and build their resumes for future employment. Internships can be for 5, 10, or 15 hours per week, 12 weeks, January through April 2020, and interns earn approximately \$10/hour. Types of Internship include: Farming Diversified Vegetables, Growing Fruit/Orchard Trees, Taro/kalo farming by the lunar calendar, Mobile Market – Marketing and/or Distribution, Value-added Production, Meal preparation with local ingredients.

**Contact:** Harmonee Williams, 808.560.5410, [harmonee@sustainablemolokai.org](mailto:harmonee@sustainablemolokai.org)

**Additional Sites to seek Internship Opportunities in Hawai'i**

**WorldWide Opportunities on Organic Farms (WWOOF) <https://wwof.net/>**

WWOOF is part of a worldwide movement linking visitors with organic farmers and growers to promote cultural and educational experiences based on trust and non-monetary exchange thereby helping to build a sustainable global community. Generally farms offer housing in return for labor; sometimes other benefits are included.

There are approximately 150 Hawaii Farms currently listed as accepting interns at <https://wwofusa.org/hosts/search?keyword=Hawaii>

**ATTRA Sustainable Agriculture Program <https://attra.ncat.org>**

ATTRA is a program developed and managed by the [National Center for Appropriate Technology \(NCAT\)](https://attra.ncat.org). The program is committed to providing high-value information and technical assistance to farmers, ranchers, Extension agents, educators, and others involved in sustainable agriculture in the United States.

Internships in Hawaii are listed at <https://attra.ncat.org/internships/hawaii/>

## **Apprenticeship/Internship Opportunities in Hawai'i, Youth (16 to 24), including College Credit Programs**

### **Big Island Farms, <https://www.bigislandfarms.com/>**

Big Island Farms mission is to create a world class permaculture farm and learning center built on the core values of living sustainably on the land while respecting and building upon the traditions and agricultural practices of our ancestors and local community with a continuous goal of producing high quality, organically grown, nutrient rich agricultural products.

<https://www.bigislandfarms.com/about/big-island-farms-internships/>

At Big Island Farms offers internships for students to gain degree related experience and receive crucial internship credits. Their internship program runs during the summer semester on the Big Island Farms property. It's an opportunity for students to challenge themselves, learn new practices and techniques, and become an integral part of our farm experience in Hawaii. If accepted each student will spend four weeks on its organic permaculture farm. It's recommended that all interns work with their school counselor or academic advisor to receive the maximum amount of credits for participating in the Big Island Farms program. Cost \$2,500.00

**Contact:** Big Island Farms, 47-4667 Honoka'a-Waipio Rd., Honokaa, HI, 96727-7101, [info@bigislandfarms.com](mailto:info@bigislandfarms.com)

### **Hawai'i Agricultural Foundation, In the Field**

<https://www.hawaiiagfoundation.org/in-the-fields-partnership-program/>

The **In the Fields** Partnership Program was launched in 2014 to introduce local high school students to the agricultural industry and the diversity of careers available in it. By partnering with the Department of Education's (DOE) Career Technical Education office and small farms throughout the state, the Hawai'i Agricultural Foundation (HAF) works to foster and maintain a strong workforce needed to grow and sustain farming in Hawai'i.

Throughout the academic year, participating classrooms visit three different types of farms – conventional, biotech and organic – and have the opportunity to garner real-life, hands-on experiences through workplace mentorships. Business owners are also able to interact with educators to ensure that what students are learning aligns with the skills needed by industry.

In partnership with Mahi Pono, In the Fields provides local high school students with paid **internships** through the Chef's Corner project. Selected interns will be paid \$12/hour for up to three months or 12 weeks, depending on intern availability. For more information or to apply

**Contact** Jayson Watts, [jayson.watts@mahipono.com](mailto:jayson.watts@mahipono.com), 808.594.9316

### **The Hawaii Institute of Pacific Agriculture (HIP Agriculture) <https://hipagriculture.org>**

The Hawaii Institute of Pacific Agriculture (HIP Agriculture) is a conscious movement of inspired individuals living a model of sustainability through direct engagement with the earth and service to youth and communities. Located in beautiful, historic North Kohala, HIP Agriculture is a growing community that cultivates a diverse collection of Polynesian crops and operates as an educational site offering sustainable agriculture courses, youth programming, community workshops and events. Through farming and hands-on education HIP Agriculture is pioneering a new paradigm of conscious agriculture that honors indigenous wisdom, food sovereignty, and the transformational power of returning to the land.

#### **HIP Agriculture High School Mahi'ai Mentorship**

<https://hipagriculture.org/education/hs-mahi-ai/internship-overview>

High School Mahi'ai Mentorship is a six-week summer session. Interns will engage in hands-on field time for an average of 25-30 hours per week and maintain responsibilities in areas to

include, but not limited to: Planting, harvesting, processing, garden and orchard maintenance (weeding, mulching, watering, etc.); Care for nursery plants and compost system including vermi-culture; Work in Agroforestry fields and lo'i kalo restoration. Program includes field trips and an educational stipend to interns. Apply at <https://docs.google.com/forms/d/e/1FAIpQLSf253VmUZn5cZcICUjzJmQAFqy2RfF5SfbxTjOUKkeAiZC9XA/closedform>

### **Malama Kaua`i <https://malamakauai.org/>**

Founded in 2006, Malama Kaua`i is a community-based, 501(c)3 nonprofit organization that focuses on advocating, educating, and driving action towards a sustainable Kaua`i. In the last few years we have honed our focus on increasing local food consumption and production, as well as building community capacity and growing interest in sustainable tourism.

#### **Ag Internship Program**

<https://malamakauai.org/sustainable-economic-development/kauai-ag-internships/>

The goal of the Kaua`i Ag Internship program is to offer 100 weeks of paid Ag Internships to local high school and college students annually, to inspire and mentor potential future farmers. In addition to receiving a paycheck, students also receive a recommendation letter and internship evaluation for their future career portfolio. Contact the office at (808) 828-0685

### **MA`O Organic Farms <https://www.maoorganicfarms.org/>**

MA`O Organic Farms is a social enterprise building a future of mā`ona, of plenty, by connecting youth and land through the daily practice of aloha `āina, empowering youth to succeed in college and secure sustaining careers, and growing organic produce that yields individual and communal vitality.

**Educational Programs:** <https://www.maoorganicfarms.org/education-auwai>

**MA`O high school programming** aims to develop a college-going culture among Wai`anae, Ewa and Waialua moku high school students, and to provide entree to a financially viable, culturally-rooted, and skills-enriching college-to-career pathway. **Fall and Spring Break Internship Programs** provide a) an empowering week of social and emotional learning curriculum, on-farm training, exploration of post-secondary options, and reconnection with `āina. Applications accepted August-September for the October Fall Break and January-February for the March Spring Break. High school teachers interested in integrating an aloha `āina farm experience into their curriculum are welcome to contact Ma`o at [info@maoorganicfarms.org](mailto:info@maoorganicfarms.org) to explore partnership opportunities.

**MA`O's Summer and Winter Ramp Up** (W/SRU) internship bridges youth into their college experience through an on-farm leadership immersion experience that prepares participants for success at college and in the workplace. During the nine-week summer program youth attend a summer bridge course at Leeward Community College while gaining work and leadership experience on the farm. The three-week winter program is geared for students who already have a semester of college under the belt. Upon successful completion of the ramp up, participants are offered a place in MA`O's Youth Leadership Training two-year internship program. **ELIGIBILITY:** Open to 17-24 years old with residency in or connection to the Wai`anae moku. Applicant is enrolled or will enroll to Leeward Community College or UH West O`ahu. Hard worker & strongly motivated to go to college to pursue any career of interest  
Benefits: \$525 monthly stipend, preparation for successful navigation into college, real-life work experience

### **Youth Leadership Training (YLT) Program**

The YLT program is a two-year internship for college students who work part-time on the farm while attending college full-time. This program can be extended for a fifth semester.

ELIGIBILITY: High school diploma or a GED certificate, Enrolling/enrolled at UH Leeward Community College or UH West O'ahu, Between 17-24 years old; residency or connection to the Wai'anae moku, Hard worker & motivated to go to college to pursue any career of interest, Benefits: FULL tuition coverage at Leeward Community College or partial coverage at University of Hawai'i West O'ahu (additional scholarships also available to UHWO students); Monthly stipend starting at \$525 and increasing commensurate with greater experience and responsibilities; Academic support; Real-life work experience. *Send inquiries to*

**Ho'owaiwai Youth Leadership Training (HYLT)**

The HYLT internship program is designed to facilitate continued leadership development for youth pursuing a baccalaureate or graduate degree, including those who have completed the YLT program. The HYLT serves to strengthening participants' personal, academic and professional capacity through specialized engagement in the organizational operations. Interns are assigned to a staff mentor with whom they work collaboratively to pursue a project of mutual interest to the farm and student. Upon completion of the internship, all students are eligible to apply for a position in a specially designed externship developed in collaboration with several community organizations, including the Kamehameha Schools Community Learning Centers in Nānākuli and Mā'ili, the University of Hawai'i at West O'ahu, Mākaha Studios, and the Office of Hawaiian Affairs.

ELIGIBILITY: Enrolled in or transitioning to a baccalaureate or master's degree program at an O'ahu university; Young adult between 17-24 years old with residency or connection to the Wai'anae moku.

*Send inquiries to [info@maoorganicfarms.org](mailto:info@maoorganicfarms.org)*

*This list was developed based on publicly available web information in August 2020. To be removed or added to this list, send an email to [info@gofarmhawaii.org](mailto:info@gofarmhawaii.org).*