

PRESS RELEASE

Hamburg, August 3rd, 2026

Hapag-Lloyd welcomes 60 new apprentices for shore- and sea-based careers

- 30 apprentices start their careers at sea, 30 begin onshore
- Twelve different apprenticeships and dual study programs across shore and sea
- Apprenticeships at Hapag-Lloyd have long been the starting point for many careers – three former apprentices reflect on their journey

60 young people are starting their professional careers at Hapag-Lloyd this summer. As Germany's largest maritime training company, Hapag-Lloyd has been investing in young talent for decades. Apprenticeships at Hapag-Lloyd are far more than an entry into working life – for many, they mark the beginning of long-term careers at sea and onshore.

Many employees in responsible positions today began their careers with an apprenticeship or dual study program at Hapag-Lloyd. Three of them represent these career paths – and illustrate what lies behind “Your journey, our horizon.”: individual careers that grow within the company while contributing to its overall success.

30 apprentices are beginning their maritime careers on board this summer, including 14 ship mechanics and 16 nautical officer assistants. Hapag-Lloyd continues to train apprentices on the Chicago Express and the Kuala Lumpur Express before they transition to container ships across the global fleet, gaining hands-on experience at sea early in their careers.

With the Shefarer Program launched this year, Hapag-Lloyd is further developing maritime training. The program aims to attract more women to careers at sea and support them throughout their professional journey. At the same time, the company is investing in modern working conditions on board and increasing the visibility of female role models – including through the targeted deployment of crews with a higher share of women.

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Chief Engineer Carsten Bublitz (41) on board the Manila Express also started his career at sea through an apprenticeship: “The technical systems on board are essential for ship operations. During the apprenticeship, you learn to understand these complex and fascinating systems and how everything must work together to ensure smooth operations. As a crew, we are always pleased to welcome new apprentices on board and pass on our knowledge and experience.”

Onshore, 30 apprentices are starting their careers at Ballindamm. Fourteen are training as shipping agents, two as office management assistants, and 14 are enrolled in dual study programs at the HSBA and Nordakademie.

Maika Alpheus (32), now Senior Director for Data Excellence, also began her career as an apprentice: “An apprenticeship at Hapag-Lloyd is not a fixed path, but the foundation for a career. The variety of career paths is a real advantage – for individuals and for Hapag-Lloyd as a whole.”

Arne Zass (38), now Director Digital Business Growth, shares a similar experience: “I started my career with an apprenticeship at Hapag-Lloyd in 2008. From early on, I was able to take on responsibility and shape my own path. For me, it shows that those who are curious and take initiative can develop here – and truly make an impact.”

This approach pays off: most apprentices are offered permanent positions after completing their programs. For Hapag-Lloyd, this is key, as the future of the fleet and the company is therefore also built on its own young talent.

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About Hapag-Lloyd

With a fleet of 302 modern container ships and a total transport capacity of 2.5 million TEU, Hapag-Lloyd is one of the world's leading liner shipping companies. In the **Liner Shipping segment**, the Company has 15,200 employees and 400 offices in 140 countries. Hapag-Lloyd has a container capacity of 3.7 million TEU – including one of the largest and most modern fleets of reefer containers. A total of 133 liner services worldwide ensure fast and reliable connections between 600 ports on all the continents. In the **Terminal & Infrastructure segment**, Hapag-Lloyd has equity stakes in 24 marine terminals in Europe, Latin America, the United States, India and North Africa. 4,400 employees are assigned to the Terminal & Infrastructure segment and provide complementary logistics services at selected locations in addition to the terminal activities.

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