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**FOR IMMEDIATE RELEASE**

**Institute for Local Government Launches New Registered Apprenticeship Initiative to Address Public Sector Workforce Shortages**

*Initiative Spotlights New Partnership with the California Community Colleges Chancellor's Office*

*Yolo County Confirmed as First Pilot Jurisdiction to Test the Model*

SACRAMENTO, CA – In conjunction with National Apprenticeship Week, the Institute for Local Government (ILG) has announced the launch of **Bridge**, a new initiative to support California's local governments in building their workforce pipeline through Registered Apprenticeship Programs (RAPs) in "non-traditional" fields like human resources, accounting, IT, health and human services, and more.

**California's Public Sector Experiencing Workforce Challenges**

California's local governments are facing a workforce crisis. A recent study from ILG found that nearly 70% of the state's cities, counties, and special districts experience challenges with recruitment and retention. These struggles may cause vacancies in critical roles that can disrupt everything from social services to permit approvals.

The Bridge initiative was developed to address this need and help local governments hire for positions that are in high demand and notoriously difficult to fill, while also expanding economic opportunity and career mobility for underserved and underrepresented populations.

"The 'earn-while-you-learn' model that Registered Apprenticeship Programs offer is a great fit for public sector employers looking for the workforce of the future, and for the growing number of workers looking for a meaningful career that includes a good salary and benefits, high-quality training and hands-on mentorship," said Erica L. Manuel, ILG CEO and Executive Director.

**Bridge Pilot Highlights Right-Sized Solutions for California's Diverse Local Governments**

Bridge will begin by piloting 5-10 non-traditional RAPs in California local governments. ILG is spearheading the pilot phase over the next 12 months and will assist pilot jurisdictions with foundational planning to register occupations and build out RAPs for their desired workforce.

Through its grant funding, ILG will offer the pilot jurisdictions capacity building and guidance ranging from grant writing and marketing to deep technical assistance on all aspects of RAP development including partnership development with community-based organizations for mentoring and wrap-around services, technology services to manage apprentices, and more.

"Through Bridge, ILG will help local governments build capacity to implement the program effectively, while developing a scalable model for statewide adoption," Manuel said.

Partnerships are a key element of Bridge. With the pilot program, ILG will work closely with local education agencies, training partners, labor unions, community-based organizations and others to bring each apprenticeship program to fruition.

ILG recently finalized a Memorandum of Understanding with the California Community Colleges Chancellor's Office, which reinforces the critical role of education institutions in supporting both employees (their students) and employers, like local agencies.

“The California Community Colleges is the largest workforce development and training system in the nation and uniquely positioned to create, pilot, and expand apprenticeships across many different career pathways,” added California Community Colleges Chancellor Sonya Christian. “Through this partnership, our colleges will continue playing a crucial role in Gov. Newsom’s goal of training 500,000 apprentices by 2029 and create opportunities for individuals, particularly from underserved and underrepresented communities which is a primary goal of our colleges Vision 2030 framework.”

### **ILG Confirms Yolo County as First Pilot Jurisdiction; Now Also Accepting Statewide Pilot Applications**

ILG is now accepting pilot applications from jurisdictions across the state, and will prioritize a diverse mix of local governments in terms of size, geography, and workforce needs. Yolo County has been confirmed as the first pilot location.

“I’m thrilled that Yolo County will serve as an inaugural participant in ILG’s Bridge Public Sector Registered Apprenticeship program,” said Yolo County Board of Supervisors Chair Lucas Frerichs. “Apprenticeships have a long history of success in the construction trades, and I’m excited to bring this innovative model to support our broader local government workforce in Yolo County.”

Bridge is open to cities, counties, and special districts (e.g. utility districts, recreation and park districts, water districts, etc.). Pilots will be accepted on a rolling basis until space is filled and goals are met. To express interest in becoming a Bridge pilot site, senior local government staff or elected officials should complete [this interest form](#). After receiving the form, ILG will schedule consultations and information sessions with top candidates to discuss each jurisdiction’s workforce goals and needs, as well as any existing partnerships or projects.

Find out more: [BridgeApprenticeships.org](https://BridgeApprenticeships.org)

### **More about Bridge**

ILG is an Intermediary for non-traditional registered apprenticeships for California local governments as well as an official “Apprenticeship Ambassador,” as designated by the U.S. Department of Labor. In this role, ILG will provide general technical assistance, support, and resources for jurisdictions. ILG is also developing a digital library of resources, tools, case studies, potential partners, and written templates that can support any California local government interested in developing non-traditional RAPs.

During the Bridge pilot implementation phase between September 2025 and September 2027, ILG will evaluate each pilot program with a focus on promising practices and lessons learned, and develop an adaptable framework that local governments throughout California can follow to address their workforce needs.

Bridge is made possible through the support and partnership of: the Irvine Foundation, the Broad Foundation, the California Workforce Development Board, and the U.S. Department of Labor.

There are also dozens of programmatic partners, including but not limited to: the California Community Colleges Chancellor's Office, NextGenPolicy, the Clover Agency, and BuildWithin.

## **About the Institute for Local Government**

The Institute for Local Government is a nonprofit, nonpartisan organization that supports local governments with tackling their most pressing and evolving issues related to workforce development, climate action, leadership, ethics, and public engagement. Since 1955, ILG has provided conscious counsel, training, resources, and technical assistance to empower and educate local agency leaders and deliver real-world expertise to help them navigate complex issues, increase their capacity, and build trust in their communities. As the nonprofit affiliate of the League of California Cities, the California State Association of Counties, and the California Special Districts Association, ILG proudly serves municipalities large and small, urban and rural throughout California. Find out more at [ca-ilg.org](http://ca-ilg.org).

## **About Registered Apprenticeship Programs (RAPs)**

RAPs are federally or state-accredited career pathway programs that incorporate paid employment and on-the-job training, accompanied by mentorship and classroom instruction. Upon completion, apprentices earn a nationally-recognized credential certifying their skills.

[New research](#) shows that RAPs offer higher retention rates than non-apprenticed career pathways and that apprentices advance faster than traditional hires, so it's a win-win for employers and employees.

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