

What is a Registered Apprenticeship & Can It Work in Your Local Agency?

Thursday, November 21, 2024



Welcome

Erica L. Manuel

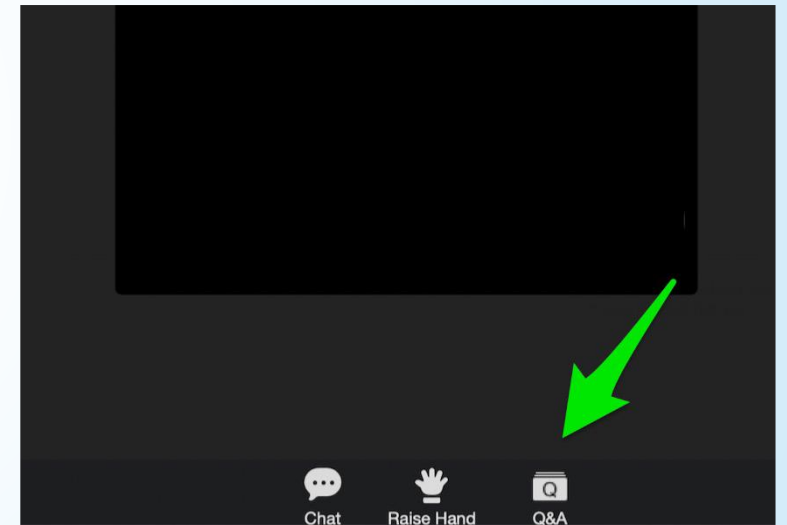
CEO & Executive Director

Chair, Public Sector Committee,
Interagency Council on
Apprenticeships (IACA)



Tech Overview & Housekeeping

- All participants will be on MUTE for the duration of the event.
- Please TYPE any questions for panelists into the Q&A box at any time during the discussion.



- A recording of the webinar will be available and shared with all registrants.

Introductions

Announcing Bridge

Apprenticeships 101

Perspectives from Local Governments

How You Can Get Involved

Q&A

Today's Speakers



Honorable Lucas Frerichs
Chair
Yolo County Board of Supervisors



Nicole Pacada
Strategic Business Advisor
Div. of Apprenticeship Standards,
Dept. of Industrial Relations



Channing Hawkins, Esq.
Founder
IEWorks

About ILG

Who We Are & What We Do

- **Non-profit, non-partisan** and committed to supporting **Local Government**
- The only training and education affiliate **connected to all three** statewide local government associations
- Serving all **2,500+ local agencies** – cities, counties and special districts
- Delivering **practical training and easy-to-use resources** so local agencies can effectively implement policies on the ground



Helping Local Governments Implement Policy on the Ground

PROGRAM AREAS

Leadership &
Governance

Workforce
Development &
Civics Education

Public
Engagement

Sustainability



Our mission is to help local government leaders
**navigate complexity, increase capacity
& build trust** in their communities

SERVICES

Education &
Training

Technical
Assistance

Capacity
Building

Convening

Why Does ILG Care About Workforce Development?



**CONSCIOUS
COUNSEL**



EQUITY



DIVERSITY



**OPENING
DOORS INTO
THE PUBLIC
SECTOR**



**REPRESENTATIVE
DEMOCRACY**

A New Workforce Initiative for Local Governments

Announcing...

The logo features a stylized bridge arch composed of two curved segments: a green one on the left and a blue one on the right. Below the arch, the word "bridge" is written in a large, dark blue, lowercase sans-serif font. Underneath "bridge", the words "PUBLIC SECTOR" and "APPRENTICESHIPS" are written in a smaller, dark blue, uppercase sans-serif font, separated by the word "bridge".

bridge
PUBLIC SECTOR APPRENTICESHIPS

What is Bridge?

- A new workforce development initiative from ILG to help local governments attract and retain talent through Registered Apprenticeship Programs (RAPs).
- Open exclusively to cities, counties, and special districts.
- Made possible with support from the Irvine Foundation, the California Workforce Development Board, the Broad Foundation and the Department of Labor.



Why Apprenticeships and Why Now?

BUZZ IS GROWING

Lots of buzz about apprenticeships in the private sector with additional programs coming online every day. There is stiff competition for qualified talent.

LOCAL GOV'T WORKFORCE IS STRUGGLING

Poaching, recruitment, and retention are all growing concerns for local agencies. It's time for local government to think differently about upskilling, re-skilling, career pathways.

UNIONS CAN BE ALLIES IN THIS EFFORT

Many labor unions are excited about the prospects of new members – especially for non-traditional occupations – but unions can and should be at the table from the start.

UNPRECEDENTED FUNDING

State and Federal funding is at unprecedented levels, and public employers can take advantage of new grants.

*Proven across industries and sectors as an effective tool to **upskill and reskill workers** to meet labor demands.*

Key Elements of a Registered Apprenticeship



On-the-Job
Training



Classroom or
Online Instruction



Paid
Employment



Supervision



Industry-Recognized
Credentials

Focus on Non-Traditional, High Demand Public Sector Jobs

- ▶ Fill critical **workforce gaps** in local governments.
- ▶ Offer opportunities for **career advancement** with competitive salaries and benefits.
- ▶ **Promote local government careers** as valuable, viable options for Californians.



Accounting



Information
Technology



Health and
human services



Human
resources

Where Does ILG Fit In?

- ▶ ILG is an **Intermediary** for Local Government Apprenticeships.
- ▶ We will provide **technical assistance and capacity building**, like resources, support, and guidance for local governments to develop customized RAPs.
- ▶ We will launch a new **Pilot Initiative** to test RAPs in jurisdictions with different demographics and needs.



About the Pilot Program

Goals

- Develop RAPs across **5-10 high-demand occupations** with a diverse set of local governments.
- Build a scalable framework for adoption statewide.
- Reach underrepresented communities, broadening access to public sector careers.
- Reduce local government recruitment and retention challenges.

Benefits to Local Governments

- Customized support to implement the RAPs.
- Address understaffing by creating a pipeline of skilled workers.
- Upskill and reskill current employees in critical areas.
- No cost for jurisdictions to join the pilot!

Target Occupations

A recent ILG local government poll indicated these are the high demand occupations among our local jurisdictions.



**MENTAL &
BEHAVIORAL
HEALTH**



**IT &
CYBERSECURITY**



**COURT
ADMINS &
CLERKS**



ACCOUNTING



**ELECTRIC
TRANSPORTATION**



**HUMAN
RESOURCES**



EDUCATION



WATER

Our pilot goal is to launch 5-10 occupations with the highest demand and simplify the process so the program can be scaled statewide. Bridge pilot communities will be the leaders in public sector workforce innovation and a model for the state and nation.

Role of Local Governments in Bridge

With support & guidance from ILG...



Define the program structure, success measures & learning objectives



Help identify the right educational and workforce partners



Hire and pay apprentices



Provide on-the-job training



Identify supervisors



Select apprentices for full-time employment at the conclusion of the program

Perspectives from Our First Pilot Jurisdiction

Hon. Lucas Frerichs

Chair

Yolo County Board of Supervisors





Bridge is a program of the Institute of Local Government

Speaker Insights

Registered Apprenticeships 101

Nicole Pacada

Strategic Business Advisor
Division of Apprenticeship Standards,
Department of Industrial Relations



DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

DEPARTMENT OF INDUSTRIAL RELATIONS

National

APPRENTICESHIP WEEK

10 YEAR ANNIVERSARY

NOVEMBER 17-23, 2024

10 YEARS OF ENGAGEMENT, EXPANSION & INNOVATION

Nicole Pacada

Strategic Business Advisor



About Us

The California DAS's **Apprenticeship & Workforce Innovation (AWI) Unit** assists employers and organizations interested in developing a skilled workforce through the **registered apprenticeship model**

"...let's encourage businesses to become creators, not just consumers of talent by establishing an audacious goal of 500,000 earn-and-learn apprenticeships by 2029"

-Governor Gavin Newsom



California: The Apprenticeship Powerhouse

- 96,949 Registered Apprentices
- 3,5800 Registered Pre-apprentices
- 36,000 Participating Employers
- 1,295 Training Programs Statewide
- 300 Active Educational Institutions
- 8,000 State Apprentices Graduate Annually

Apprenticeship Data



State and Federal Apprenticeship Offices



California Division of Apprenticeship Standards (DAS)

- Registers and oversees apprenticeship programs in California
- Advised by committees
- Administers funding programs such as Apprenticeship Innovation Funding (AIF) and California Opportunity Youth (COYA) Grant.



U.S. Department of Labor Office of Apprenticeship (DOL)

- Registers and oversees apprenticeship programs that are federally registered and in states without a recognized a State Apprenticeship Agency
- Administers federal grants (ABA Grant and more)

Two separate entities who share a common goal: to enhance apprenticeship opportunities and support employer partners!

A Five-Point Action Plan



Support Regional and Sectoral Apprenticeship Intermediaries



Expand New and Innovative Apprenticeships



Grow and Expand Access to Traditional Construction Apprenticeships



Support Youth Apprenticeship for In-School and Out-of-School Youth



Expand State and Local Public Sector Apprenticeships

ADVANCING APPRENTICESHIP IN CALIFORNIA

A Five-Point Action Plan

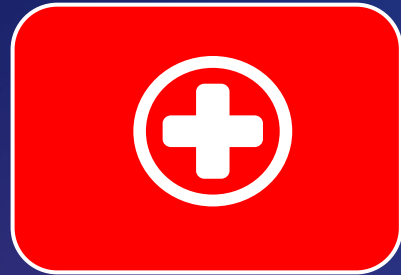
July 2022



New and Innovative or “IACA” Apprenticeship Sectors



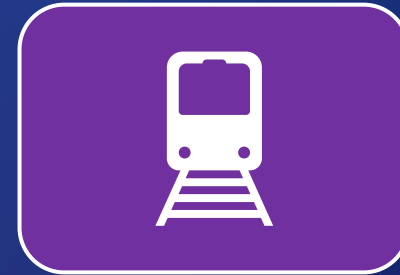
**Information
Technology**



Healthcare



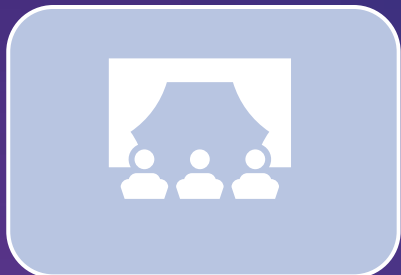
**Public
Services**



Transportation



Education



**Arts Media &
Entertainment**



**Business
Services**



**Advanced
Manufacturing**



Agriculture



& more

Apprenticeship Stakeholders

Employers

- Employ the apprentice and provide on the job training

Educators

- Educate the apprentice with work relevant training and skills

Government

- Oversee the program for quality and credentialing

Apprentices

- Earn and learn

Community Based Organizations and Workforce Development Boards

- Provide supportive services and sourcing apprentices

Intermediaries

- Convene all the stakeholders to launch, run and scale apprenticeship programs



What is Registered Apprenticeship?

A structured education and training program that takes place in the workplace and includes:

Apprenticeable Occupation(s)

Select the occupations (O*NET) that best suit your company and prospective apprentices

On the Job Training (OJT)

- Defined work processes and competencies (if necessary)
- Mentorship throughout the course of the program

Related and Supplemental Instruction (RSI)

- 144 hours of Classroom-based RSI
- Equivalent of 3 lecture courses in a college context

Paid employee with progressive wage

- Apprentice is a fully paid employee
- Progressive wage scale with at least one step increase in wages
- Ideally with benefits

Registered Apprenticeship vs Internship

	Registered Apprenticeships	Typical Internships
Purpose	Cultivate a skilled talent pipeline	Expose young people to an industry
Length	1 or more years (including paid training)	Average 12 weeks
Compensation	Paid with gradual pay increases	Paid or unpaid
Supportive Partnerships	State and/or federal labor agencies, Educational institutions	Educational institution or none
Resulting Credential on Completion	National, State, CCC portable certificate of occupational competence	Usually none
College Credit	Yes, with dual enrollment or articulation agreements with community college	Usually none, sometimes Work Experience
Funding Opportunities	Funding opportunities to support programs	Usually none

Types of Registered Apprenticeship

Time-based program

Measures progress based on the number of hours an apprentice has spent in on-the-job training (OJT) and related and supplemental instruction (RSI)
Typically 2000 hrs OJT and 144 hrs RSI

Competency Program

Measures progress based on the apprentice's demonstrated ability to perform the duties associated with the occupation.

Hybrid Program

Includes both time-based and competency-based requirements.

Partnering With Us

We ask questions and listen to your needs before providing guidance and resources to fit your goals

The assigned Consultant provides complimentary services to help you:

- Build a program to address your needs
- Partner with a Local Education Agency (LEA)
- Identify apprenticeable occupations
- Discover a talent pool
- Access funding sources
- Streamline the approval process
- Facilitate additional partnerships



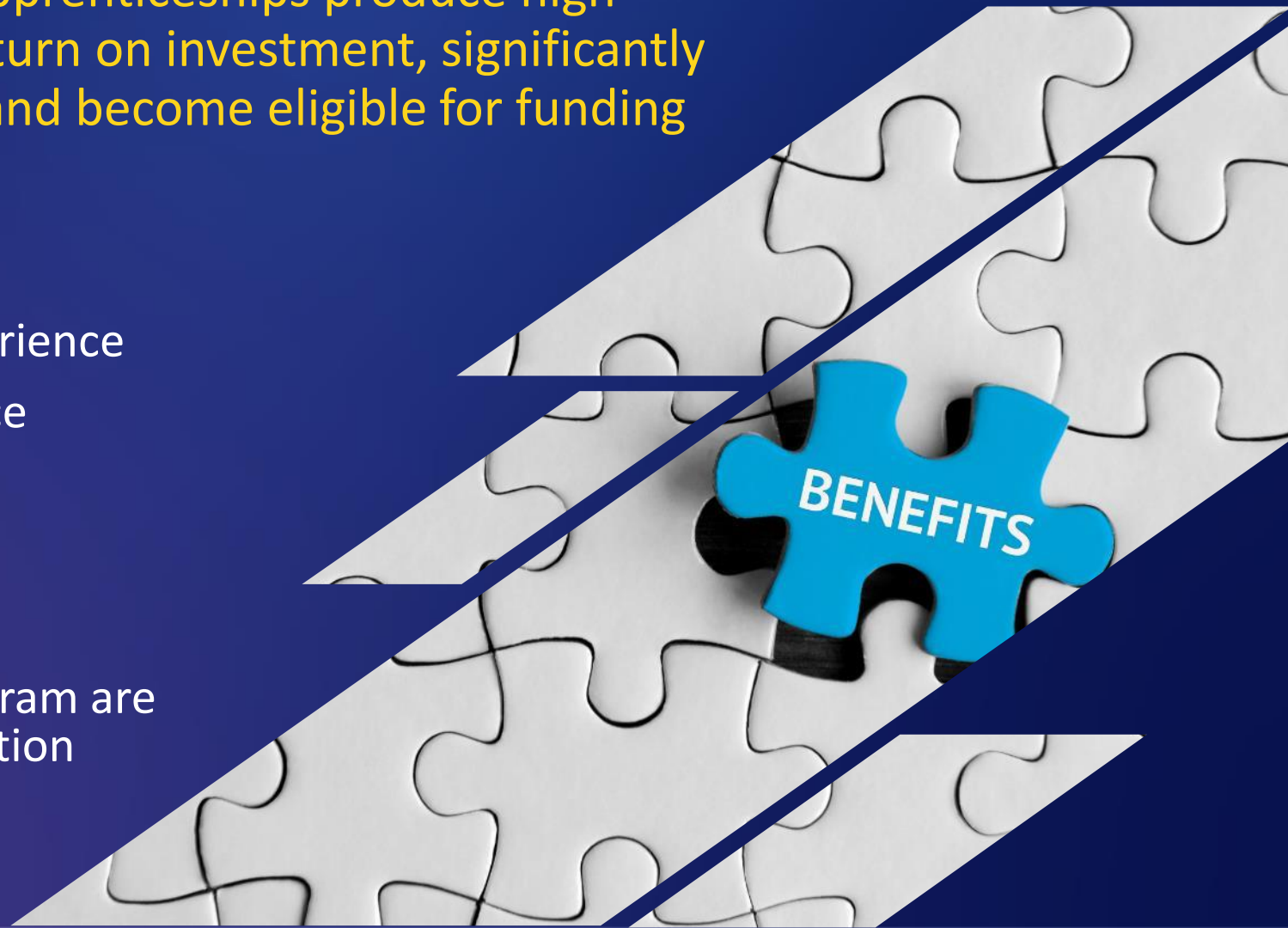
Road Map to Starting Your Apprenticeship Program



Benefits To You

Employers who utilize registered apprenticeships produce high skilled workers, receive a strong return on investment, significantly increase operational productivity, and become eligible for funding opportunities

- ❖ Instills loyalty, trust, and confidence
- ❖ Builds diversity of thought and experience
- ❖ Increases efficiency and performance
- ❖ Reduces turnover rates
- ❖ Customizable training
- ❖ Proven return on investment
- ❖ Apprentices who complete the program are state-certified and receive a completion certificate



Potential Funding Resources

Visit the [DAS Funding Resources page](#) for more detail

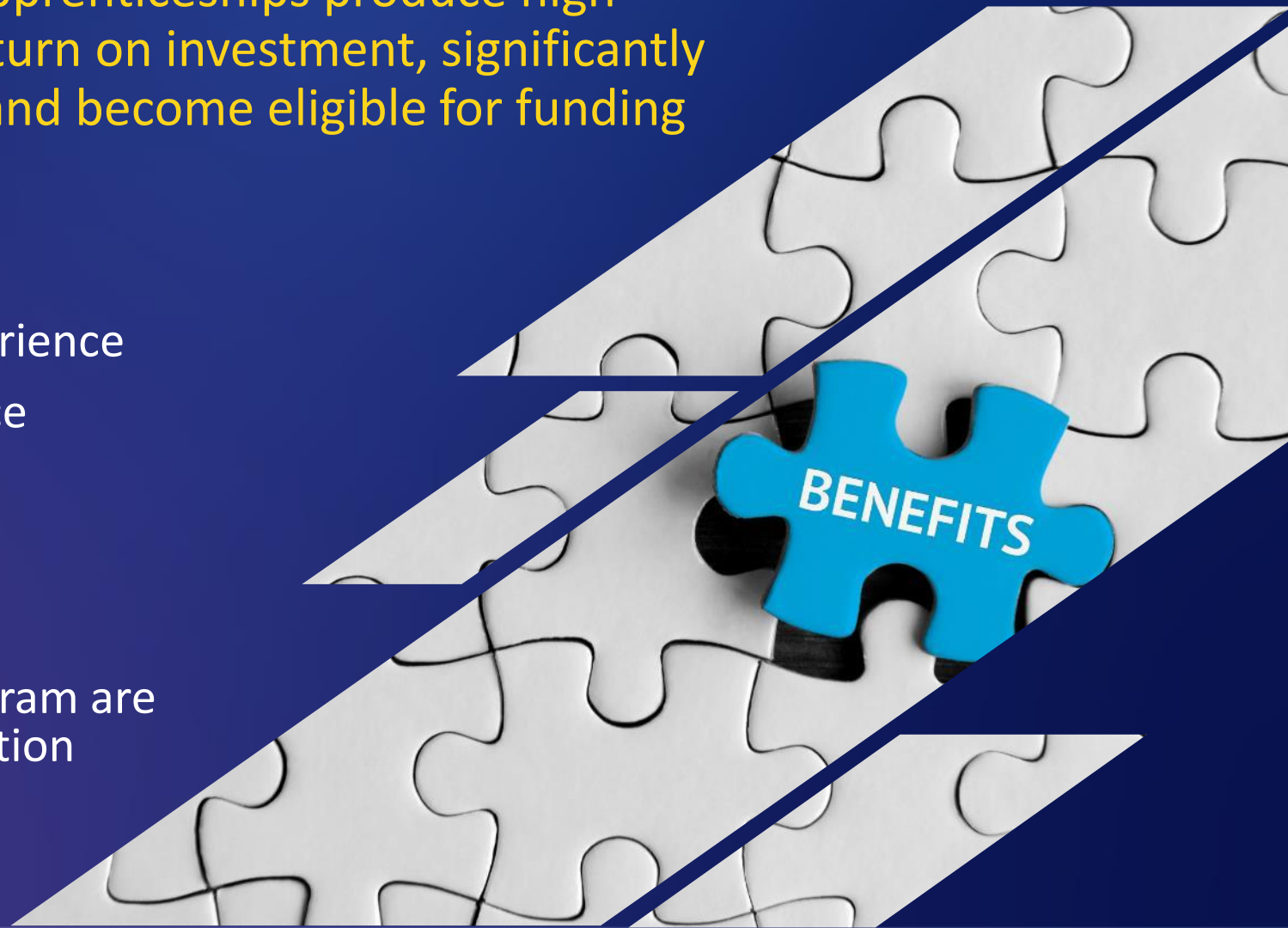
- **CA Division of Apprenticeship Standards (DAS)**
 - ❖ Apprenticeship Innovation Funding (AIF)
 - ❖ California Opportunity Youth Apprenticeship (COYA) Grant
 - ❖ State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI)
- **CA Community College Chancellor's Office**
 - ❖ California Apprenticeship Initiative (CAI) Grants
 - ❖ Related and Supplemental Instruction (RSI)
 - ❖ Strong Workforce Program (SWP)
 - ❖ Apportionment – Full-Time Equivalent Students (FTES)
- **CA Workforce Development Board – High Road Training Partnerships (HRTP)**
- **Employment Training Panel (ETP)**
- **Workforce Innovation and Opportunities Act (WIOA)**
- **Local Workforce Development Boards (LWDB)**
- **Philanthropic Organizations**
- **Federal/U.S. Department of Labor**



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Thank You!

Any Questions? Please Reach Out!

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DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS



Apprenticeships Done Right

Channing Hawkins, Esq.

Founder

IEWorks



IEWorks

Inland Empire Water Careers program

A High Road to Careers in Water and Wastewater



Agenda

- Setting the Stage
- Preparing the Framework
- History of IEWorks
- IEWorks Programs & Goals
- Outcome/Successes



Setting the Stage

- **According to a 2018 Brookings Institution, the “Silver Tide” of retirements is leaving staffing vacancies as high as 50%.**
- According to the Department of Labor, in 2019, there were 1 million more open positions than there were workers to fill them.
- Inland Empire has radically changed since the 1970s due to closures of major job hubs (Norton Air Force, Kaiser Steel, etc.), but affordable living options.
 - Expected population growth to 7.2 million in the next 30 years, thus requiring improved and expanded infrastructure to keep pace.

Preparing Framework for IEWorks

- Local water leaders met and decided to initiate training program in the Inland Empire to address current and future workforce needs in Water/Wastewater Industry. Focused on the following:
 1. Equity concerns within Water/Wastewater agencies
 2. The “**Silver Tide**” that poses a future talent pipeline issue
 3. Regional Collaboration
 1. Local Leaders engage with technical expert JVS to apply for State and Federal funding opportunities and submit a proposal with letters of support
 4. Local Partnerships
 1. West Valley Water District (WVWD) partners with local nonprofits that represent disadvantaged populations including foster youth, those involved in justice, and those from economically depressed areas.

IEWorks

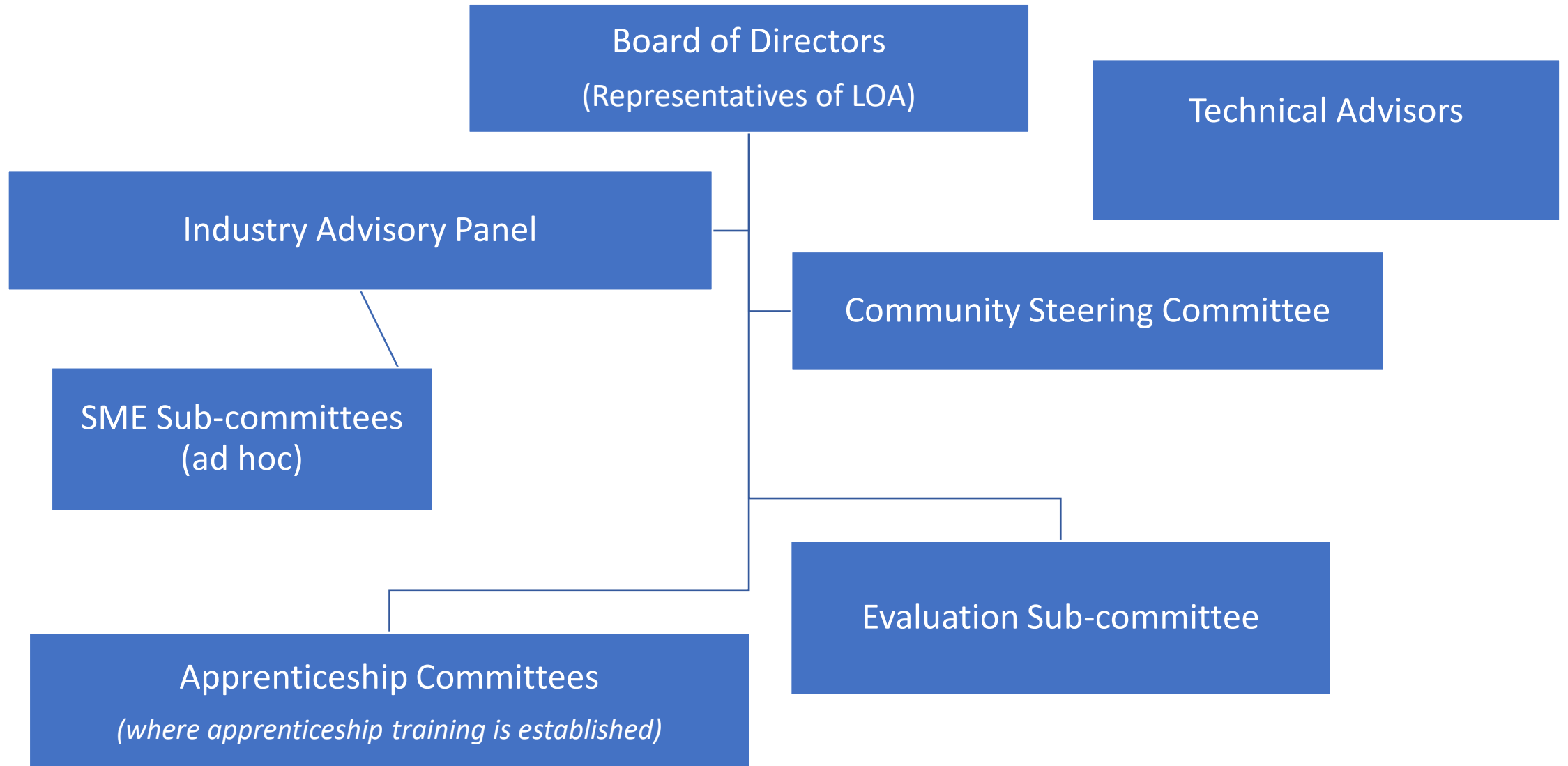
- **November 2020** – WVWD was notified of successfully being selected for both federal and state funding programs which will be more than \$1.2 million towards developing an apprenticeship program throughout the Inland Empire
- **December 2020** – WVWD formalized a Career Pathways Partnership Agreement with the San Bernardino Valley College
- **March 2021** – IEWorks, the new regional water/wastewater workforce collaborative, was formally established and hosted a Virtual Summit with outreach of Water and Wastewater agencies across the Inland Empire.
- **March 2021- March 2023-** Seven agencies join IEWorks, begin working together on candidate development, operating as a 501.c3 organization



Overview of Services

- A cross-regional replication of the Bay Area training consortium
- ~\$1.5M in funding through March 2024 – USDOE/CWDB
- Training model & Short-Term Goals
 - Paid Internships (work-experience)
 - Pre-Apprenticeship (pathway)
 - Registered Apprentices (hard-to-fill positions, training to Journey level)
 - High School Awareness
- Supportive services- built into every element to help address barriers to success (childcare, transportation, tuition, etc.)

IEWorks Governance Structure



Who are we prioritizing for training?

- Workers from historically underrepresented and disadvantaged communities including:
 - Veterans
 - Women
 - Workers from Black, Latino, and other communities
 - Residents re-entering the workforce
 - Former Foster Care/Transition age youth
 - Workers in communities where there is a disproportionate burden of income inequality and environmental inequality



Internship

- Students enrolled in community college trades programs
- 12+/- week paid internship
- Includes shadowing, performing basic duties
- IEWorks cover 1/3 of wages
- Employer expectations – substantial work product building diverse workforce pipeline, vetting potential entry-level applicants
- 29 paid Interns and 25 placed into full-time jobs between March 2022 and October 2023



Pre-Apprenticeship

- 15 Weeks- 50% In-Person, 50% Online
 - **Community organizations** provide extensive in-person readiness training and workshops
 - **San Bernardino Valley College** provides:
 - Into to Online Learning
 - Water/Wastewater Survey Course
 - Water Distribution 1
 - **AWWA CA/NV** provides D1/D2 Certification Prep
 - **IEWorks Water/Wastewater Agencies** provide
 - Interactive Site Tours
 - Guest Speakers/Industry Panelists
 - Work-based Learning Opportunities (internships)
- Graduated 3 Cohorts
 - 40 graduates
 - 10 placed into internship
 - Over 50% continue to take Water Technology courses



High School Career Awareness

- IEWorks is partnered with Hemet Unified School Districts (Summer 2022) and Rialto Unified (Summer 2023) to offer a two-week Summer Hydro-Science Enrichment program
- This two-week program to educate high school juniors about the challenges the water/wastewater industry faces, help them explore solutions, and expose them to unique opportunities at their high school for dual enrollment in a Water Technology pathway program (CCAP) their senior year
- This includes a tour of local watershed, site visits, and guest speakers provided by West Valley Water District & Eastern Municipal Water District



Sustaining Our Success- Grant Funding

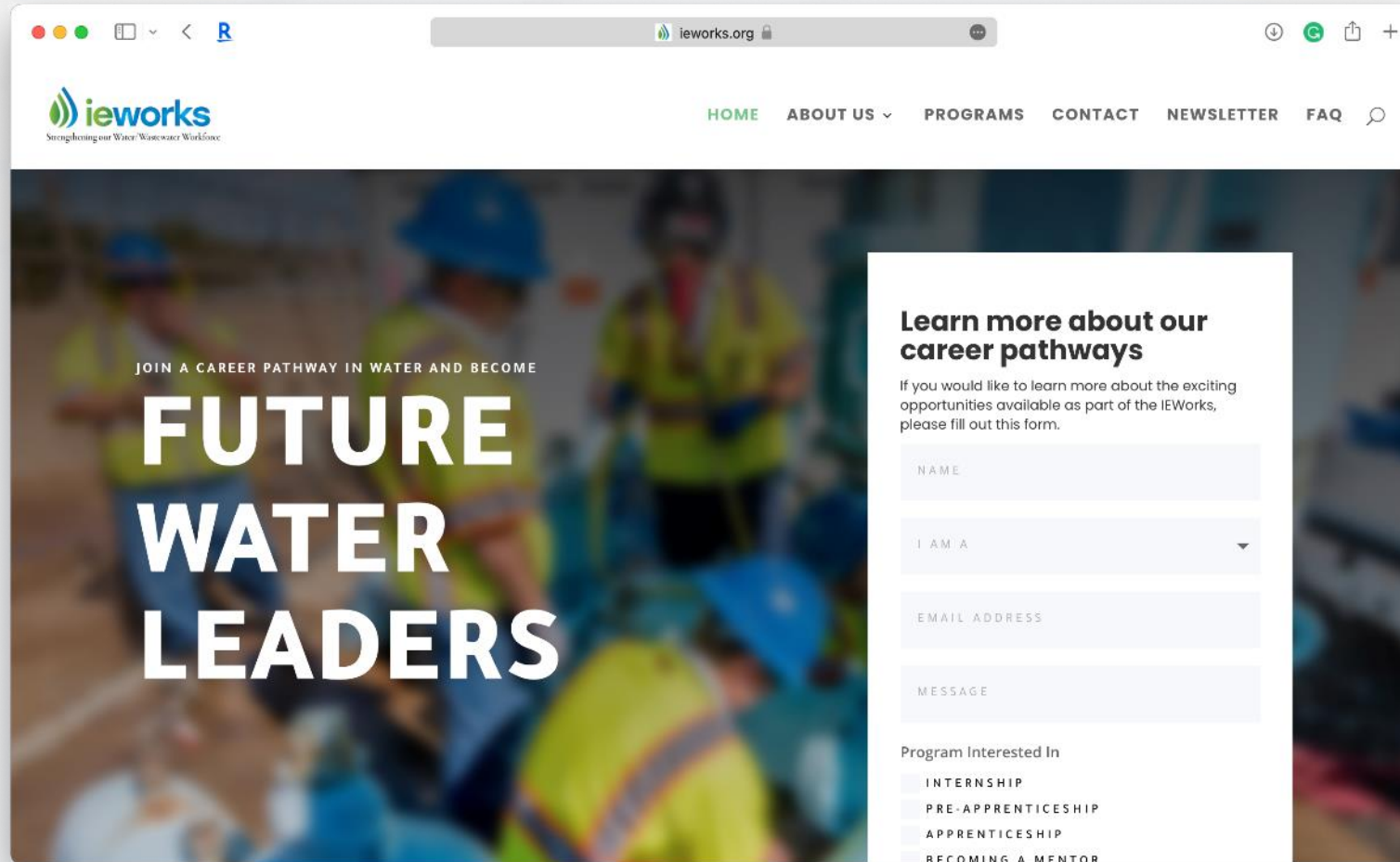
- Grant funding covered IEWorks staffing costs after March 2024 and pursue other large federal workforce planning grants to support training programs and subsidized work experience (internship/apprenticeship)



Next Steps: How to Become a IEWorks Signatory Agency

1. Sign our membership charter
2. Pay the Signatory Agency Membership Fee
3. Meet and start planning (needs assessment)
4. Attend monthly IEWorks Leadership Team meetings- last Tuesday of every month from 12p- 1p via Zoom

IEWorks Yearly Agency Fees		
TIER 1	<30 FTE	\$2,000/yr
TIER 2	31-100 FTE	\$6,000/yr
TIER 3	101-500 FTE	\$10,000/yr



The screenshot shows a web browser window with the URL ieworks.org. The website header includes the ieworks logo and a navigation menu with links for HOME, ABOUT US, PROGRAMS, CONTACT, NEWSLETTER, and FAQ. The main content area features a large background image of water workers in safety gear. On the left, the text reads: "JOIN A CAREER PATHWAY IN WATER AND BECOME **FUTURE WATER LEADERS**". On the right, there is a white form titled "Learn more about our career pathways". The form contains the following fields: a text input for "NAME", a dropdown menu for "I AM A", a text input for "EMAIL ADDRESS", and a text area for "MESSAGE". Below these fields is a section titled "Program Interested In" with four radio button options: "INTERNSHIP", "PRE-APPRENTICESHIP", "APPRENTICESHIP", and "BECOMING A MENTOR".

IEWorks Contacts

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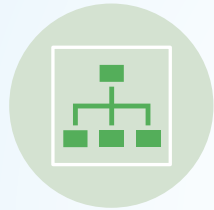
How You Can Get Involved

How We'll Select the Remaining Pilots



TYPE

*Mix of City, County
& Special District*



SIZE

*Population of
service
area/jurisdiction*



GEOGRAPHY

*Urban, rural,
suburban, and
other regional
diversity*



CAPACITY & INTEREST

*Staff size and
interest in
workforce
innovation*



DIVERSITY

*Staffing goals
reflect California's
diverse populations*



WORKFORCE NEED

*High-demand roles
needed*

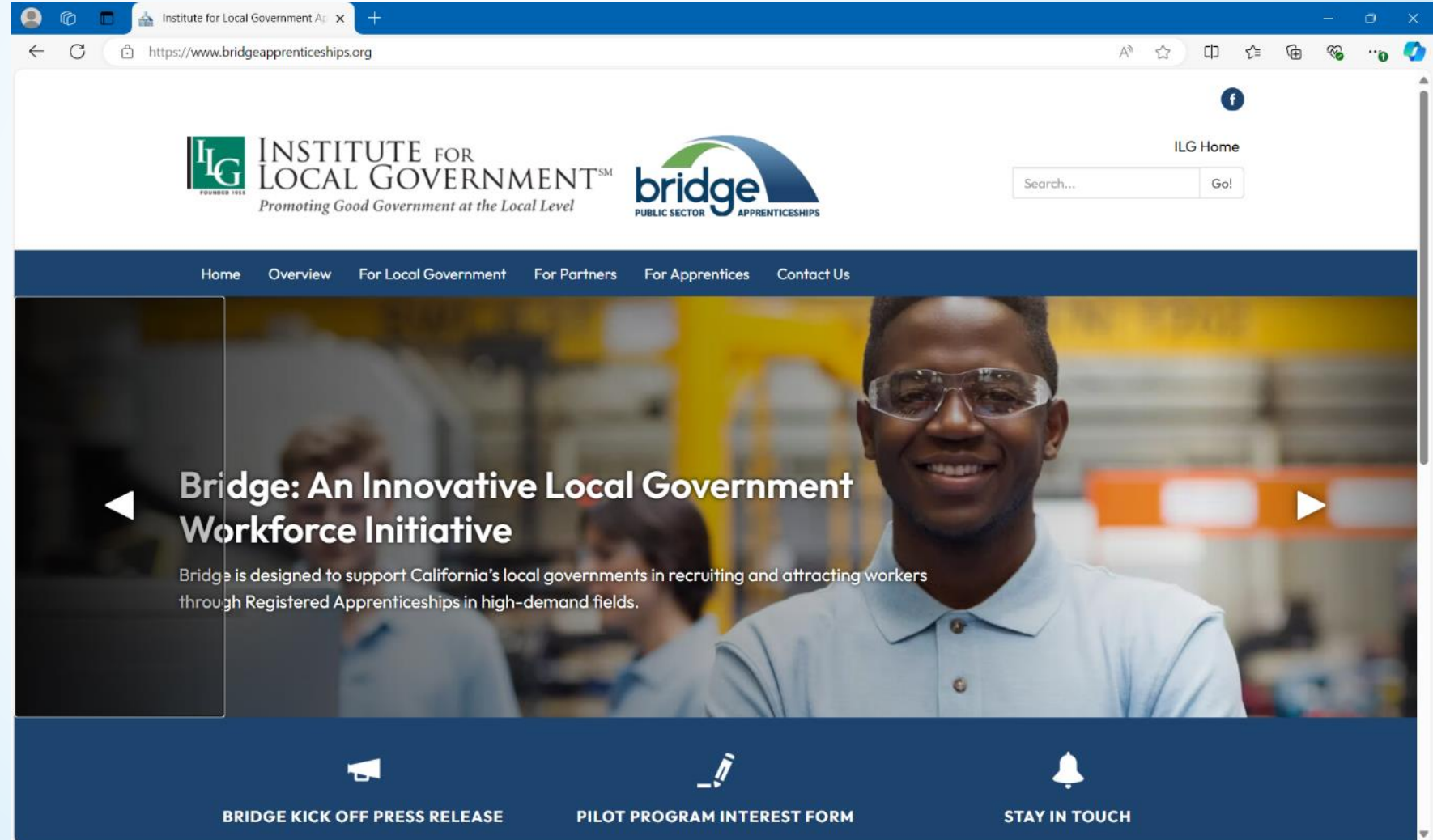
Interested in Joining the Bridge Pilot?

- Submit an Interest Form at **BridgeApprenticeships.org**
- ILG will schedule consultations with top candidates to assess workforce needs and readiness.
- Pilot program will remain open and accepting applications until space is full.
- **Sign up soon – the pilot will likely fill up early and may close at any time!**
- Bridge partners are also welcome to contact us. Education and training institutions, labor unions, community-based organizations, etc.



Visit the New Bridge Website!

BridgeApprenticeships.org



The screenshot shows a web browser window displaying the BridgeApprenticeships.org website. The browser's address bar shows the URL https://www.bridgeapprenticeships.org. The website header features the logos for the Institute for Local Government (ILG) and Bridge Apprenticeships. The ILG logo includes the text 'INSTITUTE FOR LOCAL GOVERNMENT' and 'Promoting Good Government at the Local Level'. The Bridge Apprenticeships logo includes the text 'bridge' and 'PUBLIC SECTOR APPRENTICESHIPS'. A search bar is located in the top right corner with the text 'Search...' and a 'Go!' button. Below the header is a navigation menu with links for 'Home', 'Overview', 'For Local Government', 'For Partners', 'For Apprentices', and 'Contact Us'. The main content area features a large image of a smiling man wearing safety glasses in a workshop setting. Overlaid on this image is the text: 'Bridge: An Innovative Local Government Workforce Initiative'. Below this text is a paragraph: 'Bridge is designed to support California's local governments in recruiting and attracting workers through Registered Apprenticeships in high-demand fields.' At the bottom of the page, there are three call-to-action buttons: 'BRIDGE KICK OFF PRESS RELEASE' with a megaphone icon, 'PILOT PROGRAM INTEREST FORM' with a pencil icon, and 'STAY IN TOUCH' with a bell icon.

What Questions Do You Have?



Thank You to Our Bridge Partners



The **James Irvine**
Foundation

the eli and edythe **broad**
foundation



HIGH ROAD
TRAINING PARTNERSHIP

With additional support from the League of California Cities, the California State Association of Counties, and the California Special Districts Association.

Thank You to Our Speakers



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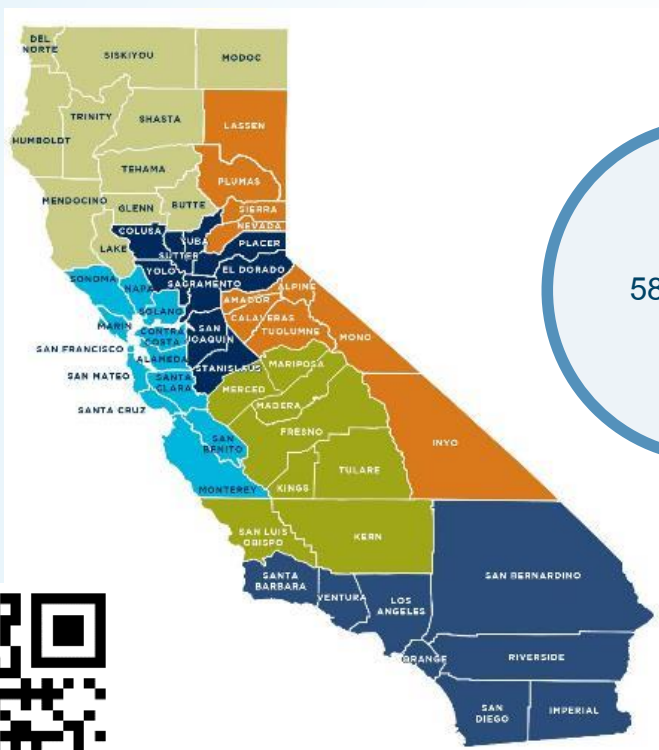


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Stay Connected and Stay Informed



58 Counties

483 Cities

2,500+ Special Districts

30,000+ Local Agency Leaders



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Institute for Local Government



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Thank You for Joining!



Visit BridgeApprenticeships.org
or contact us at Apprenticeships@ca-ilg.org