

A New Workforce Initiative for California's Public Sector



Bridge is a new initiative designed to support California's public sector in recruiting and attracting workers through Registered Apprenticeships in high-demand fields like accounting, human resources, IT, health and human services and more.

Bridge was created to help support California public sector agencies experiencing workforce recruitment and retention challenges that result in disruptive job vacancies. Bridge is open to cities, counties, K-12 school districts, and special districts (such as transit districts, utility districts, as well as park and recreation districts and others).

The Institute for Local Government (ILG) founded Bridge and, together with its statewide partners, is spearheading the effort. The initiative will provide public sector employers with resources, support and guidance to develop and implement non-traditional apprenticeship programs that meet their unique and evolving workforce needs.

A Proven Approach

Employers across industries have adopted traditional Registered Apprenticeships as a key workforce development tool for many years. Non-traditional apprenticeships are now growing in popularity in both the public and private sectors.



Non-traditional Registered Apprenticeship Programs (RAPs) are the cornerstone of Bridge. **A RAP consists of:**

 On-the-Job Training	 Classroom or Online Instruction
 Paid Employment	 Supervision
 Industry-Recognized Credentials	

Bridge will begin by piloting 10-15 non-traditional Registered Apprenticeships in California public sector agencies. Bridge will then expand the program statewide so more agencies can benefit from this proven model.

A Win-Win for the Public Sector and Aspiring Employees

Any public sector agency can use non-traditional Registered Apprenticeships to build their workforce pipeline and address employee shortages in a variety of job classifications in fields, such as:

 Accounting	 Information Technology
 Health and Human Services	 Human Resources

Bridge will help public sector agencies fill critical positions, while providing prospective employees with an opportunity to embark on a new career with upward mobility, a good salary, and benefits.

The Bridge initiative will raise awareness of and expand access to the public sector workforce, and help more Californians recognize the value of public sector jobs as viable careers.

SPOTLIGHT

The employer partner Twilio in San Francisco's Office of Workforce & Economic Development technology apprenticeship program saw a **91% retention rate** of software engineers who participated in the program, with apprentices staying longer at the company than university graduates. (Source: The State of Apprenticeships in California, 2024)

Bridge is funded with support from the U.S. Department of Labor's Apprenticeships Building America grant, the Irvine Foundation, the Broad Foundation, the California Workforce Development Board, and more.

An initiative from:  INSTITUTE FOR LOCAL GOVERNMENTSM

In partnership with:  CLOVER AGENCY  nextgen policy

Visit our website to learn more:
BridgeApprenticeships.org

