

A New Workforce Initiative for California's Local Governments



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

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

The Institute for Local Government is spearheading the Bridge initiative and will provide local government participants with the resources, support and guidance to develop and implement non-traditional apprenticeship programs that meet their unique needs.

A Proven Approach

Private sector employers across industries as well as other state and local governments have adopted Registered Apprenticeships as a key workforce development tool.





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 5-10 non-traditional Registered Apprenticeships in California local governments. Bridge will then expand the program statewide so more local governments can benefit from this proven model.

A Win-Win for Local Governments and Aspiring Employees

Counties, cities and special districts can use non-traditional Registered Apprenticeships to build their workforce pipeline and address employee shortages in a variety of job classifications in fields like:

 Accounting	 Information Technology
 Health and human services	 Human resources

Bridge will help local governments 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 initiative will raise awareness of and expand access to the local government workforce, and help more Californians recognize the value of local government 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*)



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