

California Public-Sector Apprenticeship Hub

*Partner with us to build paid, career-path programs in
the public sector*

Blaine Smith - Statewide Hub Director

Responsible for the strategic development of a statewide apprenticeship hub
system that expands public sector apprenticeship programs across California



OVERVIEW

Our team was awarded the ABA2 grant from the Department of Labor for the purpose of building an **apprenticeship hub** across California to address talent shortages by building a workforce pipeline through Registered Apprenticeship Programs (RAPs) in “non-traditional” public sector.



PROJECT BACKGROUND

NextGen Policy, in partnership with **The Clover Agency** and **Institute for Local Government (ILG)**, is leading a transformative initiative to expand Registered Apprenticeship Programs (RAPs) within California's public sector. The goal is to improve workforce development and create sustainable career pathways, particularly for underserved populations.

The project emphasizes outreach, recruitment, and retention strategies, alongside technical assistance and mentorship support for public sector employers, regional partners, and apprentices.



LEADERSHIP



Dr. Paul De La Cerda, Principal,
Program Director



Dr. Ken Spence,
Principal, Lead Fiscal
Sponsor, SPOC



Erica Manuel,
Principal,
Intermediary for
Cities, Counties and
Special Districts



THE PROBLEM STATEMENT



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California's public sector faces a critical workforce crisis as agencies struggle to attract and retain qualified talent while simultaneously lacking established pathways for diverse candidates to access family-sustaining careers.

The current Registered Apprenticeship ecosystem remains underdeveloped in non-traditional public sector occupations, creating a dual challenge: public agencies cannot fill essential positions, and potential workers—particularly those from underrepresented communities—encounter substantial barriers to entering these careers. Without a coordinated, innovative approach to developing sustainable apprenticeship models, California risks continued service delivery challenges while missing a vital opportunity to address economic inequity through public employment pathways.

ABA2



OUR GOAL



THE GOAL STATEMENT

We will transform California's public sector workforce by establishing 500 new Registered Apprenticeship opportunities in non-traditional occupations across state agencies, local governments, special districts and school districts by 2027. Through this initiative, we will simultaneously address critical staffing shortages while creating accessible pathways to family-sustaining careers for candidates from historically underrepresented communities.

ABA2



OUR OBJECTIVES

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OUR OBJECTIVES

#1: Expand Apprenticeship Infrastructure

We will develop 12 new Registered Apprenticeship Programs and expand 10 existing programs across California's public sector, creating a sustainable infrastructure that supports 500 new apprentices and establishes California as a national leader in public sector workforce development.

#2: Build Inclusive Talent Pipelines

We will create pathways to family-sustaining public sector careers for underrepresented communities by developing 10 pre-apprenticeship programs and expanding 15 existing programs, resulting in 300 pre-apprenticeship enrollments that feed directly into our Registered Apprenticeship Programs.

#3: Foster Collaborative Ecosystem

We will engage 1,000 stakeholders across California's public sector, provide \$800,000 in incentive funding to 50 employers, and develop 100 technical assistance resources, creating a collaborative ecosystem that ensures long-term sustainability and adoption of apprenticeship models throughout the state.



PROGRAM OUTCOMES

	Program Outputs	Targets (cumulative 4-year total)
1	Total number of RAPs developed	12
2	Total number of RAPs expanded	10
3	Total number of pre-apprenticeships developed (as applicable)	10
4	Total number of pre-apprenticeships expanded (as applicable)	15
5	Total number of stakeholders engaged	1,000
6	Total number of employers receiving incentive funding, including the total amount of funds to be awarded in incentive funding	50, \$800,000
7	Total number of technical assistance resources created	100
9	Total number of individuals enrolled in a RAP that was developed using ABA2 grant funds	500
10	Total number of individuals enrolled in a pre-apprenticeship that was developed using ABA2 grant funds	300

OUR STRATEGIES



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#1: Coordinate Multi-Channel Outreach and Engagement

We will implement a comprehensive outreach strategy combining targeted social media campaigns, regional workforce events, and strategic partnerships with community-based organizations to engage diverse candidates in career exploration.

#2: Cultivate Strategic Employer Partnerships

We will develop sustainable employer relationships through a combination of executive-level briefings, sector-specific networking events, and customized technical assistance.

#3: Build System-Level Capacity and Visibility

We will establish our initiative as California's authoritative public sector apprenticeship resource by developing comprehensive technical assistance materials, securing speaking opportunities at high-profile workforce conferences, and cultivating relationships with statewide media outlets.



SUCCESSFUL CALIFORNIA-BASED PUBLIC REGISTERED APPRENTICESHIP PROGRAMS

California is home to several thriving public sector apprenticeship programs that serve as models for workforce development and career advancement. These programs integrate hands-on training with classroom instruction, equipping participants with the skills needed to excel in fields such as infrastructure, utilities, and administrative services.

HEALTHY SCHOOL FOOD PATHWAY BY THE CHEF ANN FOUNDATION

Designed to equip aspiring and beginner school food professionals with the skills to run successful K–12 scratch-cook meal programs, the Healthy School Food Pathway pre-apprenticeship and apprenticeship programs are offered by the Chef Ann Foundation in collaboration with over 70 school districts across California and Colorado.

SACRAMENTO POWER ACADEMY BY SMUD

For over 50 years, **SMUD's Power Academy** has been the leading utility training school in the western United States, offering top-tier training programs and industry-recognized courses that set the standard for excellence.

VALLEY TRANSPORTATION AUTHORITY APPRENTICESHIPS IN PARTNERSHIP WITH SANTA CLARA MISSION COLLEGE

Valley Transit Authority's Apprenticeship program is the first in the U.S. to offer a bus operator apprenticeship sanctioned by the Department of Labor and to provide college credit through its partnership with Mission College and ATU.

QUESTIONS?

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