



UNIVERSITY OF
GEORGIA
Carl Vinson
Institute of Government
*Georgia Workforce and
Economic Resilience Center*

**GEORGIA'S
WORKFORCE
CONFERENCE**

Building Apprenticeship Pathways to Public Service

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Building Apprenticeship Pathways to Public Service



Understanding the Public Sector

651K

Public Sector
Workers in
Georgia

91%

Jobs are
State & Local
Government

#1

Largest Employer
in Many
GA Counties

Public Sector employs a higher percentage of skilled workers than the private sector.



Benefits in the Public Sector



Job Stability



Competitive Benefits



Job Satisfaction



Employment Access



Transparent Compensation



Challenges in the Public Sector

1. Aging Workforce

- 50% will be eligible to retire in next 5 to 10 years.
- Average age is 46-47 years old, higher than private sector

2. Recruitment

- Nearly double the time to fill positions (119 days on average)
- Lower portion of workers under 30 years of age (only 15%)

3. Lack of Diversity

- Less representative of the broader workforce than the private sector.

4. Budget & Institutional Constraints

- Public Sector often operates on fixed funding models that limits resources to compete for workforce.



Registered Apprenticeship: A Public Sector Solution



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Why Registered Apprenticeship?

- Job requires **Advanced Skills or Experience**
- **Highly Skilled Workers are Retiring Soon**
- **Difficulty Finding Workers with the Right Skills**
- **Difficulty Attracting New and More Diverse Talent**
- **Assist Workers with Keeping Pace with Continuing Industry Advances and New Technology**
- **Competitive Advantages for Recruiting Labor Force**



What is a Registered Apprenticeship?

A Registered Apprenticeship Program (RAP) is a comprehensive workforce development tool that develops minimally skilled individuals into high-skilled talent through On-the-Job Training, Technical Instruction and Mentorship.



Basics of Registered Apprenticeship



Paid Job

+



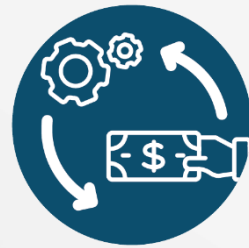
**Classroom
Training**

+



**On the Job
Training**

+



**Wage
Increases**

+



Mentorship

+



**Industry
Credential**



Basics of Registered Apprenticeship



PAID JOB

Apprentices are paid employees who produce high-quality work while they learn skills that enhance the employees' needs.



Basics of Registered Apprenticeship



ON THE JOB LEARNING

Apprentices develop and gain mastery of skills through structured learning at the worksite.



Basics of Registered Apprenticeship



CLASSROOM LEARNING

Apprentices learn job-related skills and acquire occupational knowledge through education in a classroom setting (virtual or in-person).



Basics of Registered Apprenticeship



MENTORSHIP

Each apprentice has a dedicated mentor at their employer during the apprenticeship to provide support and enhance critical hands-on learning.



Basics of Registered Apprenticeship



WAGE INCREASES

Apprentices earn higher wages as they gain advanced skills throughout the apprenticeship.



Basics of Registered Apprenticeship



INDUSTRY CREDENTIAL

Apprentices gain a portable, nationally-recognized credential to be issued at the completion of the program.



Success Story: Thomas County



Getting Started with Apprenticeships



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Georgia Apprenticeship Partners



U.S. Department of Labor

Any employer or organization can register through USDOL Office of Apprenticeship.

For more info, visit [Apprenticeship.gov](https://www.apprenticeship.gov)



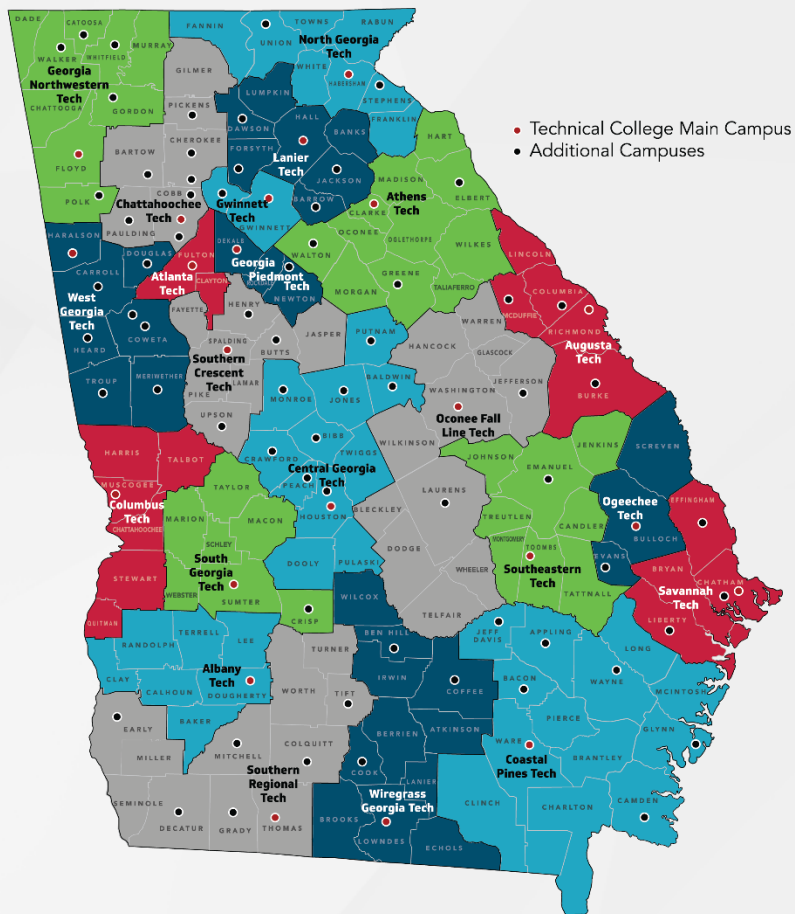
Technical College System of Georgia

Employers with Apprenticeships offered through TCSG Institutions can register through TCSG (on behalf of USDOL).

For more info, visit [TCSG.edu/Apprentice](https://www.tcsg.edu/Apprentice)



Basics of Registered Apprenticeship



Each technical college, in conjunction with TCSG's OWD, can help employers access support and guidance involving RAPs, including:

- Identifying apprenticeable occupations
- Identifying approved training models (work process/RTI outline)
- Serving as the apprenticeship sponsor and RTI provider



Registered Apprenticeship Resources

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www.apprenticeship.gov

www.TCSG.edu/Apprentice

www.TCSG.edu/PSAPinfo

[Public Sector Apprenticeship Toolkit \(CSG\)](#)



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Public Sector Apprenticeship Program



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www.TCSG.edu/PSAPinfo

Public Service Apprenticeship Program Overview

- In 2024, the Public Service Apprenticeship Program (PSAP), authorized by Georgia Senate Bill 497, was signed into law by Governor Brian P. Kemp.
- PSAP provides funding to state and local government entities in Georgia for the creation and expansion of registered apprenticeship programs.
- This program aims to build stronger talent pipelines into the public service and increase local skilled talent among the public sector.
- Program awards \$5,000 per registered apprentice for selected employers.



Program Elements

In order to participate in the HDCI Program, employers must:



**Be a Local or
State Government**



**Employ apprentices in a qualifying U.S.
Department of Labor recognized
Registered Apprenticeship Program**



**Priority for K-12 CTAE
Pathway Partnership**



**Priority for Skilled Trade
Occupations**

Embarking on the Apprenticeship Pathway

**A Conversation with
Amanda Willis**

Georgia Rural Water Authority