



VFP 2025–2026

The Local Government Preparedness Project

Design and pilot a 12-week, hands-on training and placement pipeline that prepares veterans and mid-career professionals to step directly into municipal management roles, addressing critical workforce shortages and strengthening local government operational capacity.



Dwight Boddorf
LANCE CORPORAL | US MARINE CORPS

Challenges

38%

of the local government workforce is projected to retire within 5 years, creating a loss of institutional knowledge and leadership capacity.

70%

of local governments can't fill key positions.

2x

increase in Pennsylvania's retirement age population since 1990, while the working age population has barely grown.

Achievements



Formalized a **strategic partnership** with the **Local Government Academy** to codevelop a **12-week municipal leadership pipeline** grounded in **real-world operations**.



Launched a **live micro-pilot** embedding a **participant in borough operations** to test **hands-on training** and refine **Day One readiness**.



Deployed **regional surveys and interviews** with managers, staff, and elected officials to define **core competencies** and **validate program design**.

Activities

1. Conducted **background research** and defined the **problem scope**, including **workforce trends, retirement projections, and gaps in existing municipal training pathways**.
2. Engaged **key stakeholders**, including the **Local Government Academy, municipal staff and managers, and elected officials**, to shape **program design** and secure **partnership alignment**.
3. Designed and launched a **regional survey and interview process** to identify **core competencies** and real-world **readiness gaps**.
4. Initiated a **micro-pilot** by embedding a **participant in daily borough operations** to test **hands-on training** and refine the **model**.



Learn More
mdboddorf@outlook.com