Approved Apprenticeable Occupations in Telecommunications

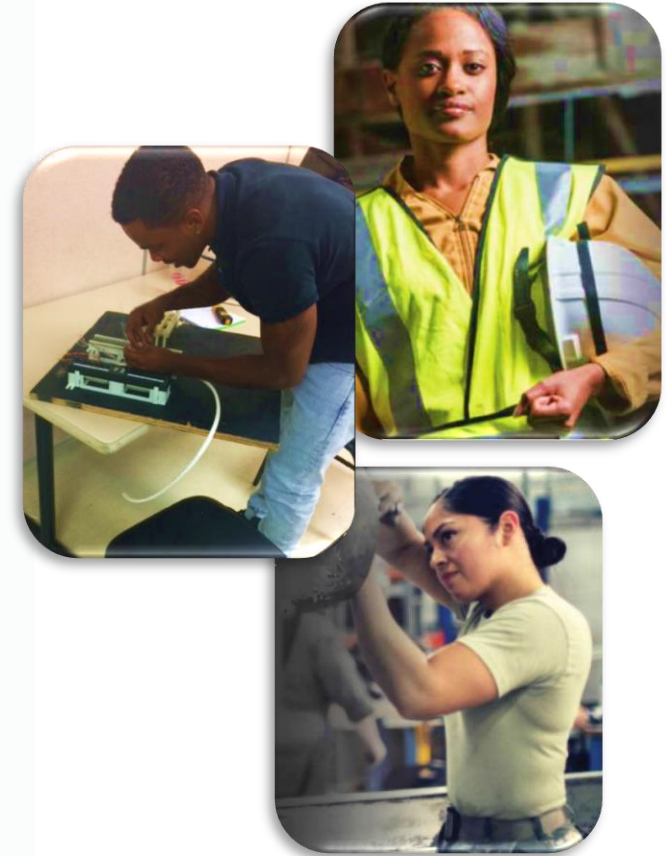| Occupation	Description
Telecom Tower Technician TTT1 (Interim Credential) Telecom Tower Technician TTT2	Performs general construction activities with an emphasis on tower system installation and maintenance and inspection of existing support structures used in the provision of essential telecom systems, including personal wireless communications, public safety communications, utility networks & broadcasting. O*NET-SOC Code: 49-2021.00 RAPIDS Code: 2030CB
Wireless Technician 1 (Interim Credential) Wireless Technician 2	Performs general installation, provisioning, maintenance, troubleshooting/fault isolation and restoration activities of essential wireless systems used in the provision of essential telecom systems, including personal wireless communications, public safety communications, utility networks & broadcasting. O*NET-SOC Code: 49-2021.00 RAPIDS Code: 2038CB
Telecommunications Tower Antenna & Line Lead	Performs antenna and line installation, maintenance, and troubleshooting activities on structures in accordance with (IAW) installation design drawings and/or written Scope of Work (SOW). O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2055CB
Telecommunications Tower Antenna & Line Foreman	Supervisor of a crew performing antenna and line installation, maintenance, and troubleshooting activities on elevated structures in accordance with (IAW) installation design drawings and or written scopes of work. O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2054CB
Telecommunications Tower Construction Lead	Performs installation/erection, dismantling and/or Telecommunications Industry Association (TIA) maintenance of telecom support structures in accordance with (IAW) installation design drawings and/or written SOW. O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2053CB
Telecommunications Tower Construction Foreman	Supervisor of a crew performing installation, demolition, and/or maintenance on elevated structures in accordance with (IAW) installation design drawings and or written scopes of work. O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2052CB
Maintenance & Condition Assessment Lead (MCL)	Performs maintenance and condition assessments on antenna supporting structures in accordance with (IAW) ANSI/TIA 222 and/or owner's engineering representative. MCL covers assessment activities only and does not include any construction activities. O*NET-SOC Code: 49-2021.00 RAPIDS Code: 2066CB
Maintenance & Condition Assessment Foreman (MCF)	Supervisor of a crew performing maintenance and condition assessments on antenna supporting structures in accordance with (IAW) ANSI/TIA 222 and/or owners engineering representative. Covers assessment activities only and does not include any construction activities. O*NET-SOC Code: 49-2021.00 RAPIDS Code: 2065CB
Fiber Optic Technician (FOT)	Performs installation, troubleshooting, termination, splicing, testing, maintenance and repair of fiber optic cables of essential telecommunication systems, including personal wireless communications, public safety communications, utility networks, and broadcasting. O*NET-SOC Code: 49-2021.01 RAPIDS Code: 2053CB

About the NUL Consortium and Its Members

The Wireless Infrastructure Apprenticeship Access Initiative Consortium (WIAAI) is bridging the employment gap by exposing underrepresented populations to vocations that support and strengthen America's wireless infrastructure, through Pre-Apprenticeships and Registered Apprenticeship. www.nulapprenticeships.org

The National Urban League (NUL) is a historic civil rights organization dedicated to economic empowerment in order to elevate the standard of living in historically underserved communities. NUL serves as the WIAAI lead partner and will cultivate apprenticeship opportunities in the areas of seven of its Regional Affiliates. www.nul.org

The Multicultural Media, Telecom and Internet Council (MMTC) is a nonprofit organization with a 30-year track record of increasing diversity in media and telecommunications access, ownership, and employment. MMTC develops and implements the curriculum, technical assistance, and training and marketing material for DOL-approved occupations under the WIAAI Consortium, and conducts program evaluation.

The Wireless Infrastructure Association (WIA) is the principal trade association representing over 230 companies that build, own, upgrade, and maintain the U.S. wireless communications network. WIA's role in the Consortium is to provide access to Registered Apprenticeships through identified and committed employers. www.wia.org

National Urban League   MMTC Multicultural Media, Telecom & Internet Council   WIA

The National Urban League and Registered Apprenticeship Programs: The Future of Work

In partnership with...

MMTC Multicultural Media, Telecom & Internet Council   WIA

National Urban League

A Registered Apprenticeship Gives You:

• Improved skills and competencies that meet the specific needs of the employer
• Career advancement
• Post-secondary training without the debt
• On-the-job training and occupation-focused education
• Industry issued, nationally recognized credentials

About TIRAP

The Telecommunications Industry Registered Apprenticeship Program ("TIRAP") is a joint venture of telecommunications companies, industry associations and the U.S. Department of Labor ("DoL") that develops DoL-credentialed apprenticeship programs available to qualified employers for career development of the telecommunications workforce.

TIRAP's mission is to partner with stakeholders to promote safety, enhance quality, and enable education and advancement opportunities in the telecommunications workforce that will meet network infrastructure buildout needs.

Role of National Sponsor

The Wireless Infrastructure Association (WIA) serves as the National Sponsor of TIRAP, coordinating the following activities with Employers.

- Registration of Participating Employer
- Registration of Participating Employer's Apprentices
- Monitoring of Participating Employer's RA Programs
- Monitoring of Participating Employer's Apprentices
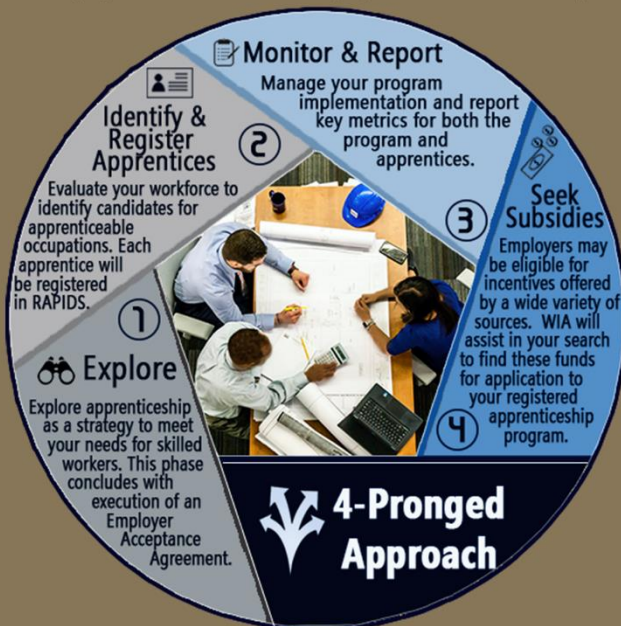- Reporting on RA Programs and RA Apprenticeships

The components of the Registered Apprenticeship Program are documented within seven core documents, specifically:

1. National Standards of Apprenticeship
2. Appendix A – Work Process Schedule & Related Training Instruction
3. Appendix B – ETA-671 Apprenticeship Agreement
4. Appendix C – Affirmative Action Plan
5. Appendix D – Qualifications & Selection Procedures
6. Appendix E – TIRAP Bylaws
7. Appendix F - Employer Acceptance Agreement

WIA will discuss each of these documents in one-on-one sessions with participating employers.

The WIA/National Sponsor Approach to Apprenticeship

① Explore
Explore apprenticeship as a strategy to meet your needs for skilled workers. This phase concludes with execution of an Employer Acceptance Agreement.

Identify & Register Apprentices ②
Evaluate your workforce to identify candidates for apprenticeable occupations. Each apprentice will be registered in RAPIDS.

Monitor & Report
Manage your program implementation and report key metrics for both the program and apprentices.

③ Seek Subsidies
Employers may be eligible for incentives offered by a wide variety of sources. WIA will assist in your search to find these funds for application to your registered apprenticeship program.

④ 4-Pronged Approach

All apprenticeship programs consist of five components:

Direct Business Involvement	Employers are the foundation of every apprenticeship program, and the skills needed by their workforce are at the core.
On-The-Job Training	Every program includes structured on-the-job training (OJT). Apprentices get hands on training from an experienced mentor at the job site for a minimum of one year.
Related Technical Instruction	Apprentices receive RTI that complements OJT. The RTI delivers the technical and academic competencies that apply to the job, and can be provided by a school or by the business itself.
Rewards for Skill Gains	Apprentices receive an increase in pay as their skills and knowledge increase. Progressive wage increases help reward and motivate apprentices as they advance through their training.
National Occupational Credential	Registered Apprenticeship Programs result in a nationall-recognized credential - a 100% guarantee to employers that apprentices are fully qualified for the job.

Why Diversify Your Apprenticeship Program?

Teams of mixed gender, ethnicity, physical ability, and other factors are more representative of customers. They offer a variety of viewpoints and a wider range of experience, which improves decision-making and problem-solving. A 2014 McKinsey study has linked a diverse and inclusive work environment with positive performance metrics, including productivity, profitability, quality, employee commitment, and retention. Diversity can improve the bottom line. Diversity combined with an inclusive work culture has an even greater impact on business outcomes.

The NUL Consortium's role in preparing these underrepresented populations for positions in Registered Apprenticeship programs, combined with our diversity and inclusion training and assistance for employers, will help diversify the workforce in the telecommunications industry and beyond, close employment gaps, and improve compannies' bottom lines.