

WIAAI Technical Assistance Resource Guide

Building, Expanding, and Diversifying Registered Apprenticeship Programs for Underrepresented Communities



What is WIAAI, And How Can It Help You Build, Expand, and Diversify Your Registered Apprenticeship Programs?

The Wireless Infrastructure Apprenticeship Access Initiative (WIAAI) is a Consortium led by the National Urban League (NUL), along with the Multicultural Media, Telecom and Internet Council (MMTC) and the Wireless Infrastructure Association (WIA), created to diversity Registered Apprenticeship in the U.S. WIAAI is bridging the employment gap by exposing underrepresented populations to vocations that support and strengthen America's most important industries. For these populations, WIAAI creates pathways to training and opportunities for the jobs of the future.

The WIAAI Consortium offers assistance to companies across the largest U.S. sectors to build, expand, and diversify Registered Apprenticeship Programs with the goal of diversifying their workforce. WIAAI provides resources and informational materials, surveys companies to assess their current levels of diversity and inclusion and determine outreach and inclusion goals, and helps companies build detailed EEO Programs and Affirmative Action Plans.

Technical Assistance Resources for Building & Diversifying Registered Apprenticeship Programs



Urban Apprenticeship Jobs Program Website: This website provides information on Registered Apprenticeships, the National Urban League's Registered Apprenticeship Jobs Program, Urban League Affiliate Networks, Employer Networks, Apprenticeship Opportunities, and links to numerous resources on building and diversifying Registered Apprenticeship Programs. <http://www.nulapprenticeships.org>

Case Studies on Registered Apprenticeship Programs, Employers, and the WIAAI Consortium: The 4 Case Studies highlight success stories, existing apprenticeship training programs, Registered Apprenticeship Accelerator Programs at WIAAI events, and the WIAAI Consortium itself.



[http://uajp.iamempowered.com/download/WIAAI%20Case%20Study%20-%20Building%20a%20Network%20of%20Access%20and%20Opportunity%20to%20Registered%20Apprenticeship%20---%20FINAL%20\(15\).pdf](http://uajp.iamempowered.com/download/WIAAI%20Case%20Study%20-%20Building%20a%20Network%20of%20Access%20and%20Opportunity%20to%20Registered%20Apprenticeship%20---%20FINAL%20(15).pdf)



[http://uajp.iamempowered.com/download/NUL-MMTC-WIAAI%20Employer%20Case%20Study-TIRAP%20Employer%20Partner%20Vertical%20Limit%20---%20FINAL%20\(1\).pdf](http://uajp.iamempowered.com/download/NUL-MMTC-WIAAI%20Employer%20Case%20Study-TIRAP%20Employer%20Partner%20Vertical%20Limit%20---%20FINAL%20(1).pdf)



<http://uajp.iamempowered.com/download/ULCC%20Case%20Study%20-%20Closing%20the%20Wireless%20Jobs%20and%20Skills%20Gaps%20through%20Apprenticeship%20---%20FINAL.pdf>



[http://uajp.iamempowered.com/download/NUL-MMTC-WIAAI%20Building%20Innovative%20PIatforms%20for%20Apprenticeships%20---%20FINAL%20\(3\).pdf](http://uajp.iamempowered.com/download/NUL-MMTC-WIAAI%20Building%20Innovative%20PIatforms%20for%20Apprenticeships%20---%20FINAL%20(3).pdf)

Technical Assistance Related to EEO and Affirmative Action Plans

Workplace Diversity Consultation: A team of workplace diversity professionals provide private consultations to help assess employer needs, address challenges, and achieve desired workplace diversity and inclusion outcomes. Tools may include Affirmative Action Plan Guidance, EEO Fact Sheets, Webinars, and Process Checklists.

EEO Guidelines Fact Sheet: This document provides details on recent changes to Equal Employment Opportunity Regulations – the first time the regulations have been updated since 1979 – and how companies can ensure they are in compliance with them. <http://uajp.iamempowered.com/download/29%20CFR%2030%20EEO%20Fact%20SheetFINAL.pdf>

EEO Compliance Pledge: The Urban Apprenticeship Jobs Program website provides a tool for employers to customize and print the EEO Compliance Pledge poster. http://uajp.iamempowered.com/download/2017_Equal_Opportunity_poster_ltr.pdf and http://uajp.iamempowered.com/download/2017_Equal_Opportunity_poster.pdf

EEO Webinar: The WIAAI Consortium presented a Webinar outlining EEO rules, regulations, and requirements under 29 CFR 30.

Affirmative Action Plan Guidance: This document describes the goals of an Affirmative Action Plan, government policies on Equal Employment Opportunities, and assistance the WIAAI Consortium offers companies in developing and following their Affirmative Action Plans. http://uajp.iamempowered.com/download/NUL_WIAAI_Affirmative_Action_Plan_Guidance.pdf

Outreach Tools

Fact Sheet on the Importance of Building and Diversifying RA Programs: This document outlines the importance of building and diversifying RA programs, defines Registered Apprenticeship, lists existing approved Registered Apprenticeship Programs in the wireless industry, and provides an introduction to the WIAAI Consortium and its members. <http://uajp.iamempowered.com/download/WIAAI%20Fact%20SheetFINAL.pdf>

DOL Webpage: “Apprenticeship – The Workforce Solution for the Telecommunications Industry”: This official U.S. Department of Labor webpage outlining goals, opportunities, and resources for RA Programs in the Telecommunications Industry. <https://www.dol.gov/apprenticeship/industry/telecommunications.htm>

3-Fold Brochure on Registered Apprenticeship Programs and TIRAP Occupations: This brochure defines the standards of apprenticeship, outlines employer participation requirements, describes the benefits of diversifying a Registered Apprenticeship Program, outlines the benefits of joining an RA program as an apprentice, and lists the nine approved apprenticeable occupations in the wireless industry.

Additional Resources – Storify Blogs and Podcasts: The Storify blogs online archives provide detailed summaries, stories, and pictures of events tied to Registered Apprenticeship, including apprenticeship panels and accelerator workshops at WIAAI Consortium member conferences. The Podcasts highlight:

- College Tech Prep Summit on the Future of Tech Jobs and Opportunities in Apprenticeship: <https://storify.com/mmtconline/mmtc-college-tech-prep-summit>
- Apprenticeship Panel at MMTC Conference: <https://storify.com/mmtconline/the-key-to-bridging-the-wealth-and-skills-gaps-thr>
- Wireless Infrastructure Show and Registered Apprenticeship Accelerator Workshop: <https://storify.com/mmtconline/mmtc-nul-wia-attend-wireless-infrastructure-show-2>
- National Urban League Podcast Highlighting Apprenticeship: <https://www.stitcher.com/podcast/national-urban-league/for-the-movement>
- MMTC Discusses 5G and Telecom Apprenticeships: <https://soundcloud.com/mmtconline/episodetwo>

For more information on WIAAI assistance with building, diversifying, and expanding your RA program, contact Brandi Pray, NUL Manager, Workforce Development, bpray@nul.org.

This project has been funded, either wholly or in part, with Federal Funds from the Department of Labor, Employment & Training Administration under Contract Number DOL-ETA-16-C-0126. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government.