



National Urban League

United States Department of Labor / Office of Apprenticeships
Wireless Infrastructure Apprenticeship Access Initiative (WIAAI)
Year End Presentation
September 8, 2017



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*Empowering Communities.
Changing Lives.*

MMTC[®]
Multicultural Media, Telecom
and Internet Council

WIA 
Wireless Infrastructure
Association

Year 1 Opportunity Partnership Goals, Accomplishments, and Outcomes

Goals/Deliverables

- Identification of occupations that are “apprenticeable”
- Creation of RTI curriculum to support new occupations; vetting of curriculum among industry subject matter experts; rollout of curriculum among equity partners
- Registration of apprenticeship programs
- Collaboration with NUL Affiliates to leverage their partnerships with local employers
- Development and dissemination of information about WIAAI’s DOL initiative to industry and affiliate networks and other channels
- Creation and expansion of Opportunity Partnerships

Outcomes

Opportunity Partnerships in Year 1

33

14

Employer Registrations

Apprentice Agreements Created

743

27

Program Overviews

Employer Inquiries

45

6

Registered Occupations

Developed RTI and WPS for Fiber Optic Technician occupation (90%)

Doubling Opportunity Partnerships in Year 2



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Year 1: Outreach, Outcomes, and Follow-Up of Other Hosted Events

Events Attended, Hosted, Or Streamed

Apprenticeship-Focused Panels

11

7+

Industry Panels

Attendees Reached

4500+

2.5 Million+

Social Media User Reach

Live Streams and Webinars

4

4

Case Studies

Promoted apprenticeship sessions in eblasts to listserv of over **15,000 subscribers**

Issued media advisories to **150+ press list** promoting apprenticeship sessions

Outreach and Promotion Results

- Hosted "*Transform Your Wireless Workforce with Registered Apprenticeship*" webinar in collaboration with Jobs for the Future
- Hosted and live streamed **4 Apprenticeship-focused sessions** at 2 MMTC conferences and **4 Apprenticeship-focused sessions** at WIA's Wireless Infrastructure Show
- Participated in Apprenticeship panels and sessions at **AAI National Meeting, Apprenticeship Forward Conference**, and TIA Connectivity Jam
- Hosted **weekly teleconferences** with each of the 14 employers
- MMTC SME Dr. Rikin Thakker co-authored **WIA white paper** on Wireless Infrastructure Skills Gap
- Created and distributed **29CFR30 and WIAAI Fact Sheets** at conferences hosting more than **4,500 attendees**



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Year 1 Outcomes Continued



www.nulapprenticeships.org

Launched Apprenticeship website

- Highlights benefits of Registered Apprenticeship for employers and workers
- Lists apprenticeship opportunities, Affiliates network, employers' network, and sponsorship opportunities
- Includes downloadable resources and links including 29 CFR 30 Fact Sheet

Case Studies



WIA Employer Case Study
*Vertical Limit:
Developing Effective Apprenticeships*



Fiber Optic Apprenticeship at
Charlotte Urban League
*A WIAAI Consortium Solution through the ULCC
Apprenticeship Model*



Diversity Summit at the Wireless Infrastructure Show
*An Industry Association to Create a Pathway for
Diversity & Inclusion in Apprenticeship*

Urban Apprenticeship Jobs Program
Be empowered for the job you love



WIAAI Consortium
*Building a Network of Access and Opportunity in
Registered Apprenticeship*



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Challenges Faced, Lessons Learned, and Recommendations Moving Forward

Challenges Faced

- Building the type of foundation needed to launch apprenticeships into ICT industry required to provide a sustainable program takes time.
- Building on our program experience and relationships, we want to focus directly on building partnerships and offering the best career options and apprenticeship programs to underrepresented communities, but infrastructure needed to be built first.
- Factor More time for Curriculum Development & Training Infrastructure
- Factor Time Needed for Occupation Approval
- Employers would like to see additional occupations beyond the six currently offered. More are in the queue at DOL.
- Building a 21st century curriculum for the wireless apprentices that has career pathways is not an easy task
- Even after the Consortium creates the curriculum for the Pre-Apprenticeship Program, all the employers must vet and approve the curriculum, and their needs must all be addressed and harmonized.



Challenges Faced, Lessons Learned, and Recommendations Moving Forward

Lessons Learned and Recommendations



- **Factor More time for Curriculum Development & Training Infrastructure**
- **Factor Time Needed for Occupation Approval**
- **Use Employer Incentives Earlier; Secure Pre-apprenticeship Training Funds**
- **Better Training and Coordination on Use of Salesforce and RAPIDS**
- **Better Define Equity Performance Goals for Diversity and Inclusion Beyond the Wireless, Telecommunications and ICT Industry**
- **Better Alignment with USDOL OA, Opportunity Partners, and Employers**



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Year 2 Expansion and Implementation Highlights

- Launch of Pre-apprenticeship and Preparatory Training Curriculum
- Expansion to Historically Black Colleges and Universities (HBCUs)
 - Bowie State University
 - Clark Atlanta University
 - Coppin State University
 - Howard University
 - Morehouse College
 - Morgan State University
 - Spelman College
 - University of Maryland Eastern Shore
 - University the of District of Columbia
 - Virginia State University
- Expansion of NUL Affiliate partners...



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Year 2 Expansion and Implementation Highlights

WIAAI Consortium
Opportunity Partners
Grew from...

7

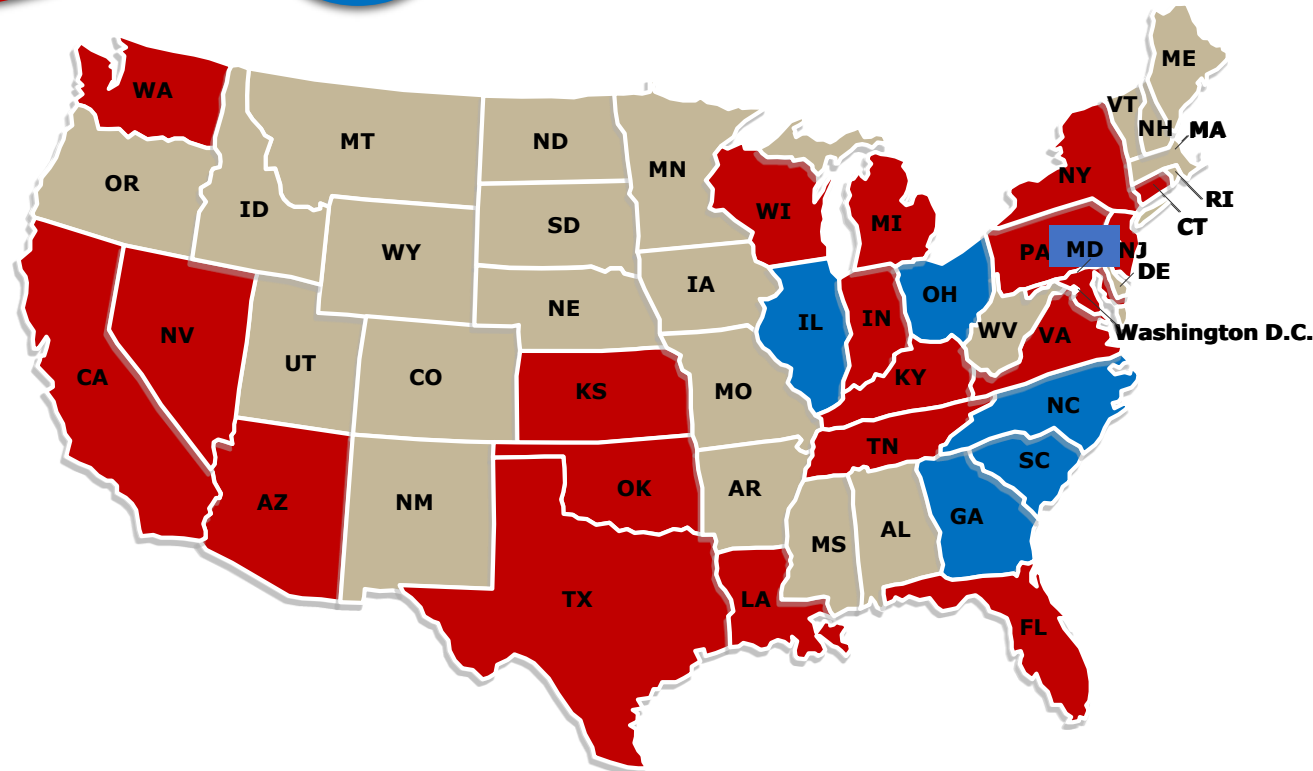
UL Affiliates

To

UL Affiliates

38

1. Charlotte, NC
2. Chicago, IL
3. Houston, TX
4. Pittsburgh, PA
5. Rochester, NY
6. Seattle, WA
7. Virginia Beach, VA
8. Akron, OH
9. Atlanta, GA
10. Baltimore, MD
11. Cincinnati, OH
12. Columbia, SC
13. Columbus, OH
14. Elizabeth, NJ
15. Fort Lauderdale, FL
16. Fort Wayne, IN
17. Grand Rapids, MI
18. Greenville, SC
19. Hartford, CT



20. Jacksonville, FL
21. Knoxville, TN
22. Las Vegas, NV
23. Lexington, KY
24. Los Angeles, CA
25. Madison, WI
26. Memphis, TN
27. Minneapolis, MN
28. Nashville, TN
29. New Orleans, LA
30. Newark, NJ
31. Oklahoma City, OK
32. Peoria, IL
33. Philadelphia, PA
34. San Diego, CA
35. St. Petersburg, FL
36. Stamford, CT
37. Tucson, AZ
38. Wichita, KS

Year 2 Expansion and Implementation Highlights

WIAAI Consortium
Opportunity Partners Are
Growing from...

33

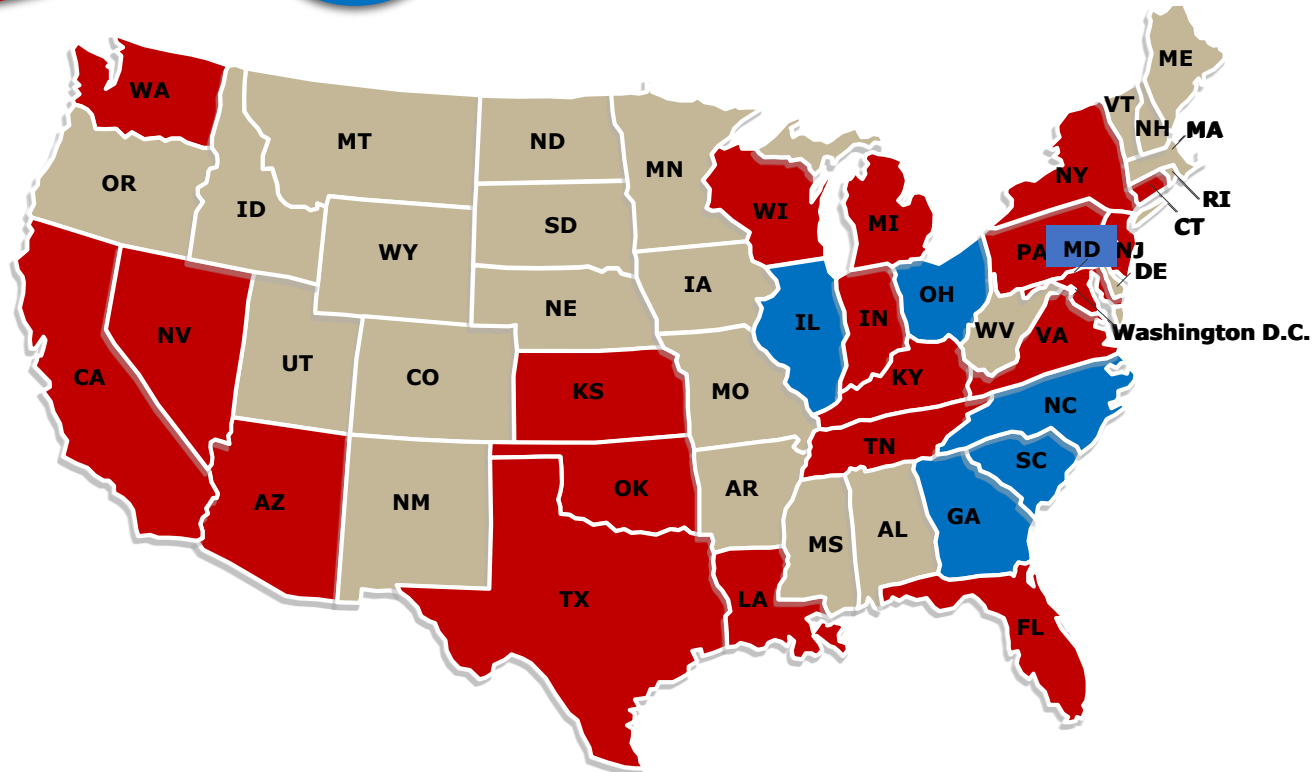
Opportunity
Partnerships

To

Opportunity
Partnerships

64

1. Akron, OH
2. Atlanta, GA
3. Baltimore, MD
4. Charlotte, NC
5. Chicago, IL
6. Cincinnati, OH
7. Columbia, SC
8. Columbus, OH
9. Fort Lauderdale, FL
10. Fort Wayne, IN
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HI

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