

# TIRAP

TELECOMMUNICATIONS INDUSTRY  
REGISTERED APPRENTICESHIP PROGRAM

POWERED BY WIA

## Transform Your Workforce with Apprenticeship

Seamless Integration for Your Company

Workforce Development





# Strategic Workforce Solutions

The **Wireless Infrastructure Association** (WIA) advocates for the deployment of broadband infrastructure across the United States, representing the companies that make up the broadband infrastructure ecosystem.

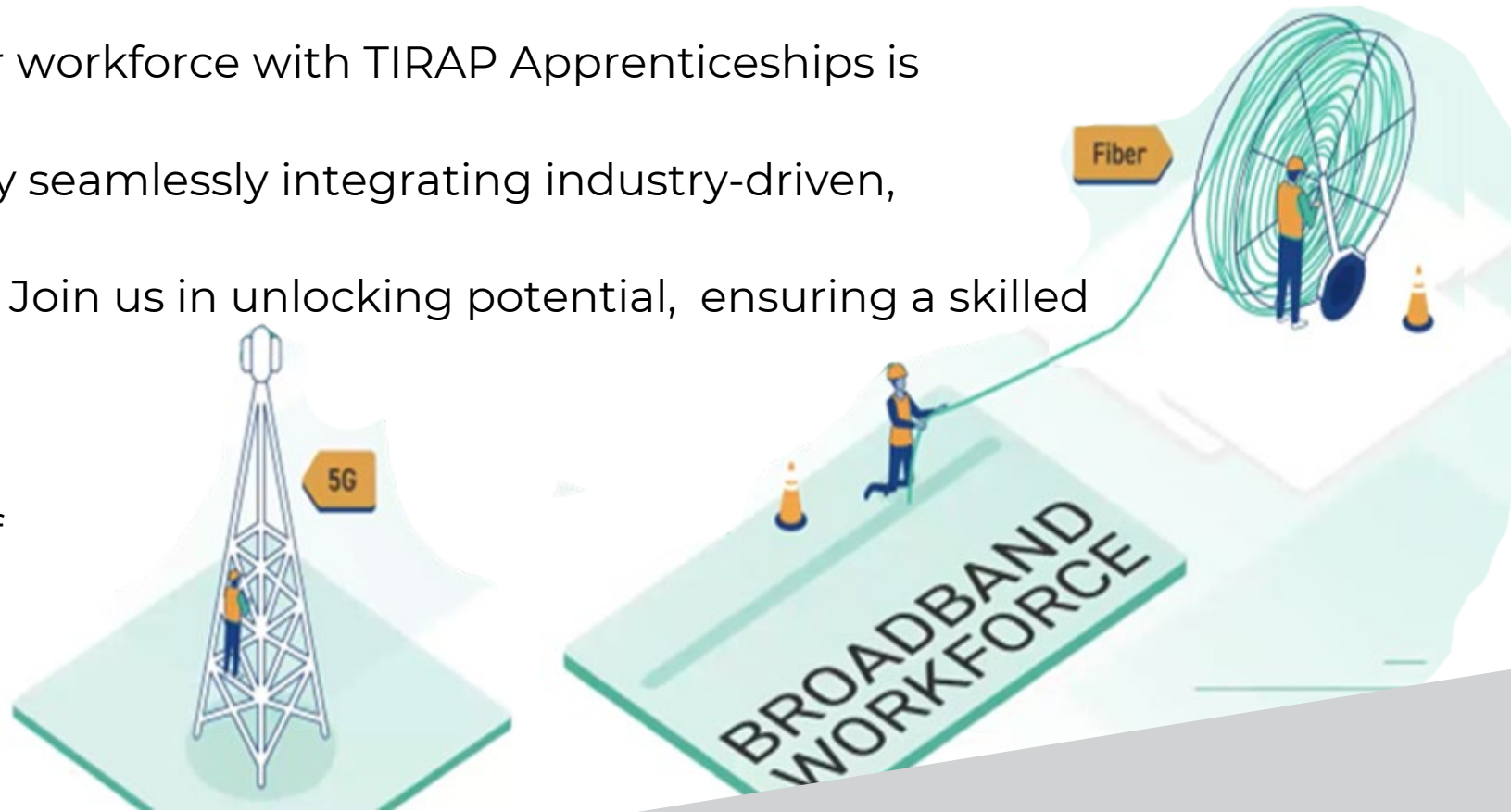
WIA is a trusted resource for expanding Registered Apprenticeship (**TIRAP**), developing industry education and training (**TEC**), and serving as industry intermediary in broadband sector partnerships (**Workforce Services**).





## Transforming and Growing Your Workforce with Apprenticeship

Transforming your workforce takes dedication and commitment from all levels of the company from senior executives to human resources to employees out in the field. Developing your workforce with TIRAP Apprenticeships is **growing your own talent** by seamlessly integrating industry-driven, competency-based training. Join us in unlocking potential, ensuring a skilled and dynamic workforce that stands resilient in the face of future challenges.





## Transforming and Growing Your Workforce with Apprenticeship

Telecommunications Industry, Registered Apprenticeship Program (TIRAP), is a Department of Labor (DOL) approved Registered Apprenticeship Program (RAP) for high-growth, high-demand occupations critical to broadband deployment.

National DOL RAP Sponsor since 2017

16 Apprenticeships, Competency-Based

Additional Occupations in Development

105 Employer Sponsors

4000+ Apprentices (since 2017)





# Apprenticeship Key Features

## Paid Employment

Employees are W-2, not 1099

## Work Based Learning

Training On-The-Job

## Mentorship

Skilled, experienced staff train apprentices

## Supplemental Education/ Related Instruction

Theory and Foundational Learning enhances training

## Credentials

DOL Certificate of Completion along with other certificates

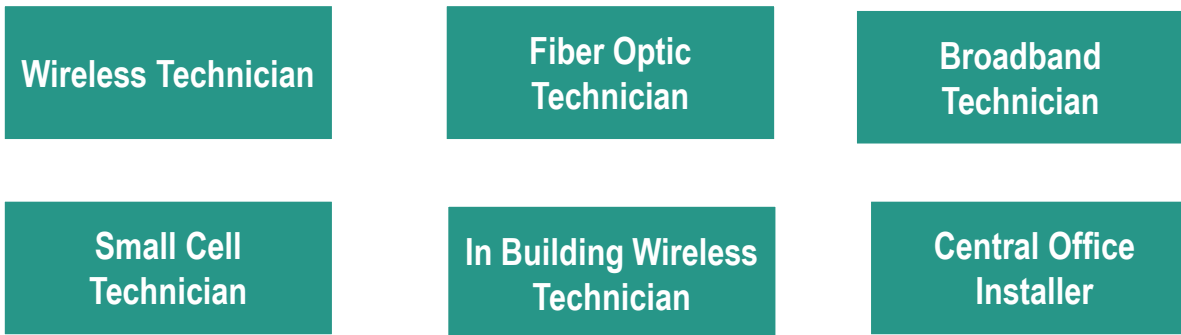


Fiber instruction for Volo + Tech apprentices

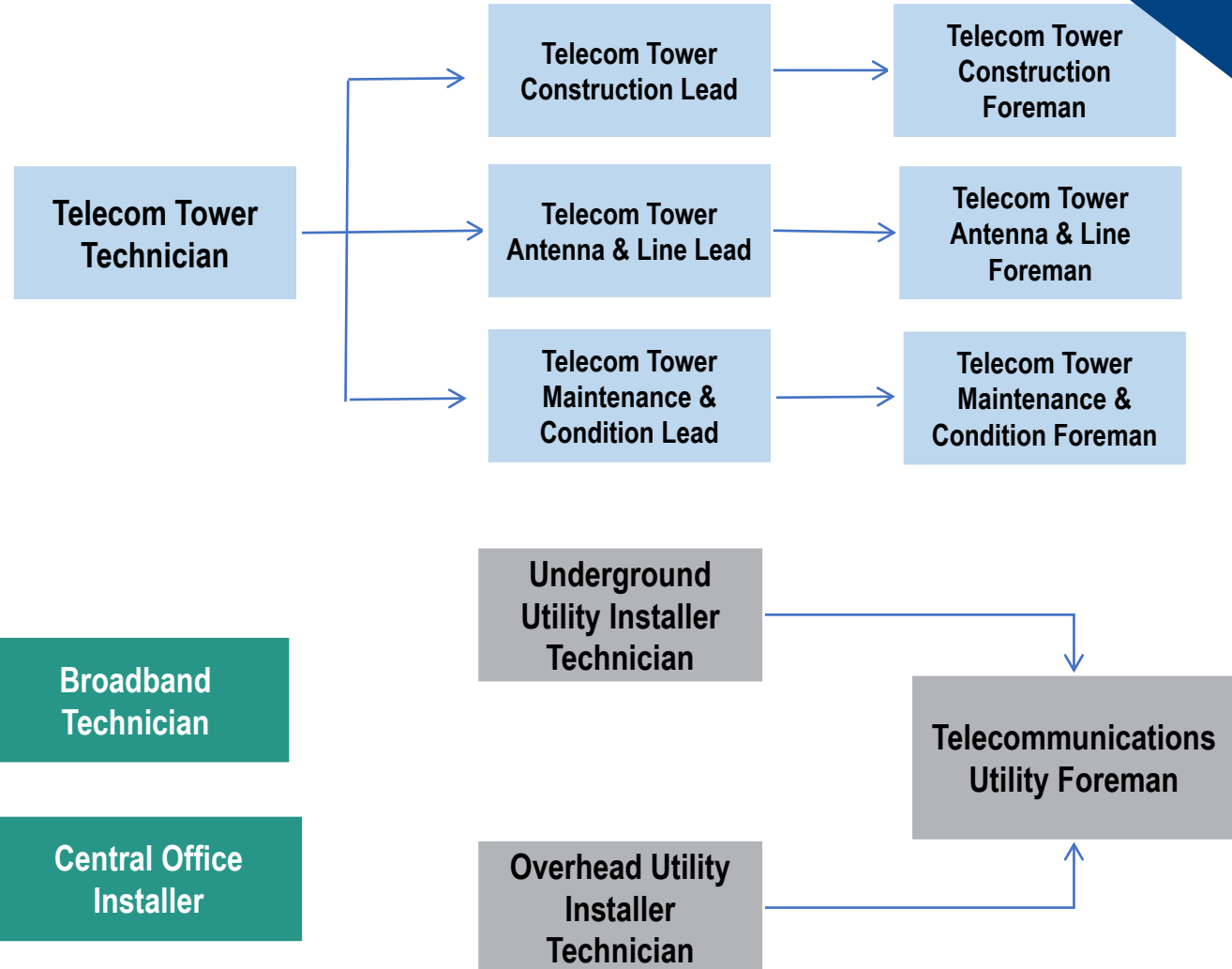
- Competency-based apprenticeships focus is on learned skills, rather than a set time or duration of the apprenticeship.
- Abilities are emphasized over memorized knowledge.
- Skills are more important than the number of hours spent working on tasks.

# Growing Your Workforce with Registered Apprenticeship

- Each apprenticeship occupation has an occupation playbook (Appendix A) which was developed by industry experts
- The playbook has lists for the developmental skill building as well as the supplemental related instruction
- Additional occupations are under consideration



## Example of full pathway



# The Power of TIRAP



## **Skilled Workforce**

Recruit and develop a diverse and highly-skilled workforce



## **Customizable Training**

Create flexible training options that ensure workers develop the right skills



## **Improved Productivity**

Improve profitability and positively impact your bottom line



## **Retain Workers**

94% of apprentices continue employment after completing an apprenticeship



## **Diversity**

Foster a diverse and inclusive culture



## **State & Federal Support**

Identify potential state and federal funding available to support registered apprenticeship.



## **Training Partners**

New career awareness and apprenticeship training is continually being developed



## **Apprenticeship Management Platform**

Complimentary access provided to TIRAP Employers for online apprenticeship management.

# Seamless Integration for your Company

Employers start almost immediately without the need to develop their own apprenticeship standards, occupational outlines or initiate registration with the Department of Labor.



## Program Creation is Accelerated

Leverage WIA's diverse expertise, networks, and resources to fast-track program development.



## Program Administration is Streamlined

Processes and procedures are already in place to support employers with creation of required documents, database entry, developing curriculum and more.



## Ongoing Technical Assistance is Provided

Employers are engaged in technical assistance sessions that discuss best practices and help push the paperwork required for the program.



**Sellenriek Construction**  
Apprentices receiving Completion Certificates at their Holiday Party (above)



**One Way Wireless**  
Apprentice is Employee of the Month (left)





Hightower Communications and Tilson  
(Top/Bottom)  
TIRAP Employers since 2017

**Question:** What does my company  
need to do differently?

**Answer:** *You're already doing a lot  
of the training already!*

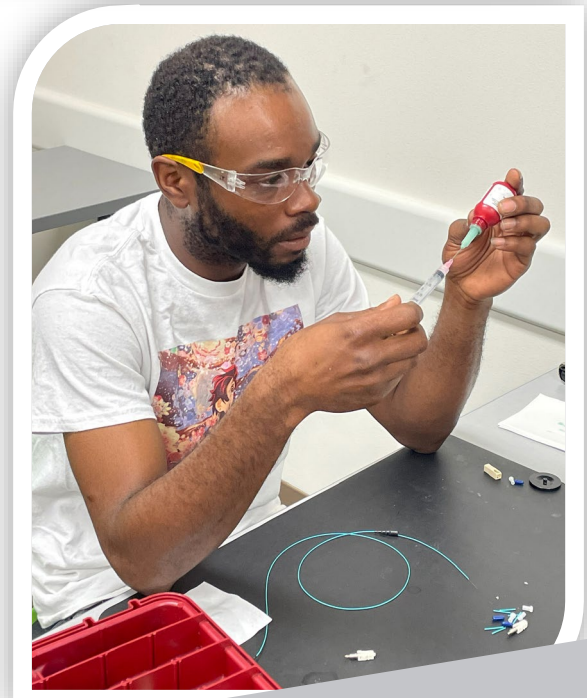
*Build on Your Current Success with TIRAP*

# Grow Your Workforce from Within with TIRAP

- Integrate the apprenticeship skill development into current work methods through an initial skill gap cross walk.
- Work with field supervisors and foremen to develop them into mentors to help deliver the on-the-job training.
- Start with existing workers as apprentices in the first round to help iron out your processes.
- Cost-free participation, no membership required for TIRAP. No WIA membership needed.
- Receive on-going guidance and technical assistance from the Apprenticeship Team for smooth program setup.



**ElectriCom  
Apprentices**  
Receive DOL  
Certificate of  
Completion



**Volo + Tech  
Apprentice**  
Fiber Instruction

# Continue the Discussion

*Transform your company with TIRAP's industry-proven apprenticeships*



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# Participating Employer Perspective

*Value of Registered Apprenticeship & Working with a National Sponsor*



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