



Jonathan Adelstein

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Industry Addressing the Skills Gap

- PCCA and WIA aligned in taking active steps to improve workforce
- Skills gap causing labor shortages, increases in labor costs, retention issues, and quality and safety challenges
- Insurance rates impacted
- PCCA and WIA are leading the industry to address this gap
- TEC and TIRAP

Solution: TEC and TIRAP

TEC and TIRAP are designed to:

- Offer coordination across the industry
- Meet industry demand for next-generation wireless deployment
- Provide industry-designed and industry-led employee development to work toward mitigating industry-wide skills gap
- Help employers prepare and keep up with rapidly changing demands of wireless infrastructure deployments

TEC | TELECOMMUNICATIONS EDUCATION CENTER



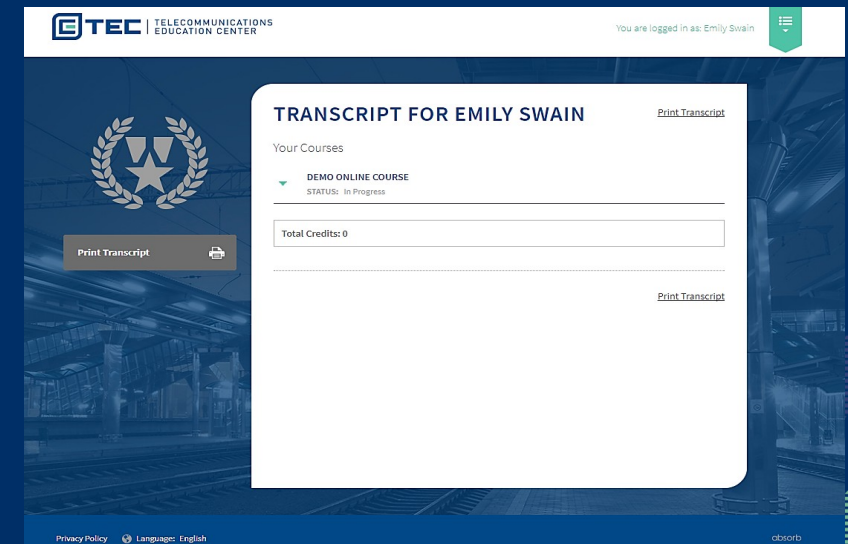
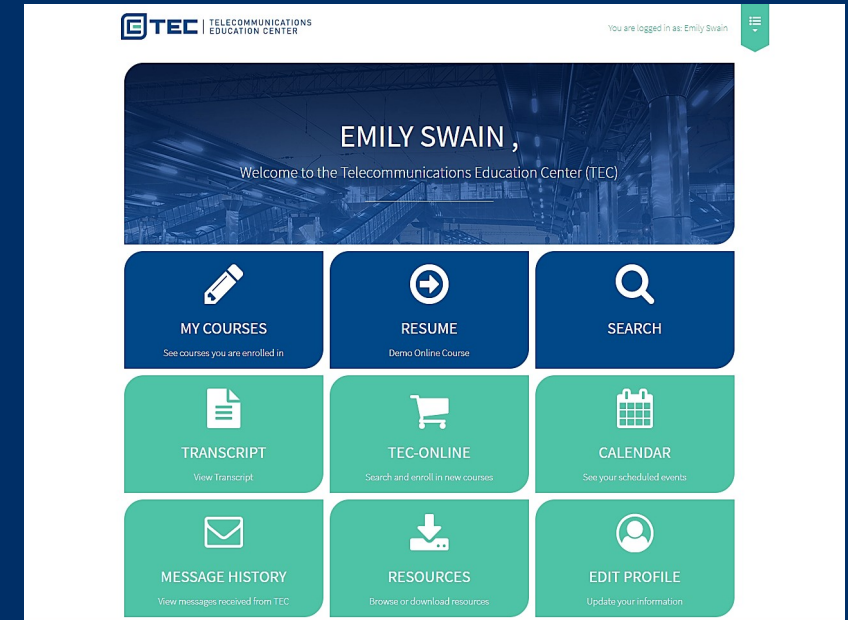
TEC Courses

- FND 101: Wireless 101
- FND 201: Line Sweeping and PIM Testing
- FND 103: Wi-Fi Integration
- FND 105: Macro Site Fundamentals
- FND 104: 5G Outlook
- FND 204: 5G Technologies
- FND 102: DAS & Small Cell Basics
- DSC 101: In-building Wireless Ecosystem Overview
- DSC 102: In-building RF Sources and Distribution
- DSC 201: In-building Project Management
- DSC 202: Advanced DAS and Small Cell
- DSC 302: In Building RF Technical Concepts
- DSC 303: In Building RF DAS Components and Subsystems
- DSC 304: In-building Site Survey
- FND 106: Fundamentals of Wireless Site Safety
- SAF 101: OSHA 10 Construction
- SAF 102: OSHA 10 General Industry
- SAF 103: Standard First Aid & CPR
- SAF 201: Hazard Assessment for the Telecommunications Industry
- SAF 301: OSHA 30 Construction
- SAF 204: DOT Rodeo

TEC Online Learning Portal

A comprehensive, easy-to-use tool to monitor individual and company progress in skills development

- ✓ Track course completion and quiz scores
- ✓ Review industry-relevant resources
- ✓ View certifications earned and training hours completed





Telecommunications
Industry Registered
Apprenticeship Program



- ✓ **Officially recognized by U.S. Department of Labor [2/3/14]**
- ✓ **WIA is the National Sponsor of TIRAP**



Promote safety



Enhance quality



Enable education and advancement opportunities

TIRAP: Registered Apprenticeships for Telecommunications

Employer-driven model that:

- ✓ Combines on-the-job training with job-related instruction
- ✓ Progressively increases an apprentice's skill level and wages
- ✓ Offers workers a path toward a career
- ✓ Meets an employer's need for a highly skilled workforce



WIA Is the National Sponsor of TIRAP

- ✓ Industry-, management-led effort to establish apprenticeships in the wireless industry for the first time
- ✓ The wireless industry ideally suited for the apprenticeship model
- ✓ Perfect for recruitment, retention, and workforce development



PCCA and WIA Collaboration



- PCCA developing cutting edge technical college programs:
 - TIRAP can help broaden to include apprenticeship tracks
 - TEC can help expand wireless content and focus
- Through TEC and TIRAP, WIA experience in developing relevant wireless training and curricula can support PCCA in its program development
- Pursue joint grant opportunities, joint advocacy before Congress and government agencies

Thank You

Questions/Comments?

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