

TIRAP

TELECOMMUNICATIONS INDUSTRY
REGISTERED APPRENTICESHIP PROGRAM

Apprenticeship Program Primer



Panel Discussion Outline

- Why An Apprenticeship Program?
 - Mission of TIRAP
 - Role of Wireless Infrastructure Association (WIA)
 - Future of TIRAP
- What's In It For Me?
 - What are the advantages of TIRAP?
 - What financial incentives are available to employers?
- What Are The Next Steps?
 - What is the process for getting started?
 - What resources are available to help an employer navigate the process?
- What Will Make It Successful?
 - Commitment at all levels
 - Getting employees to want to participate



Setting The Stage

Why an Apprenticeship Program?



Employer Perspective

- Apprenticeships are a proven model for the development of a skilled workforce
- Apprenticeships bolster loyalty, lowering turnover rates. 94% of apprentices stay
- Gain a return on investment of \$1.47 for every dollar spent on apprenticeship (average of increased productivity, reduced waste, and greater front-line innovation in registered apprenticeships nationwide)
- TIRAP support resources include:
 - free technical expertise and program support;
 - incentive funding for qualified employers to help cover startup and training expenses; and
 - partnerships with community colleges to develop curriculum, train workers, and refer candidates for employment as apprentices

Apprentice Perspective

- Demonstrates employer commitment and investment in its employees
- Shows apprentices a career path
- Accelerated development leading to higher earning potential

Question: What does my company need to do differently?
Answer: Not much...you're already doing it!



On- the-job Training (OJT)

- Your most experienced teaching your least experienced
- Apprentices learn from what you already do every day
- Apprentices advance based on demonstrating their level of skill
- All OJT hours count toward completion of apprenticeship



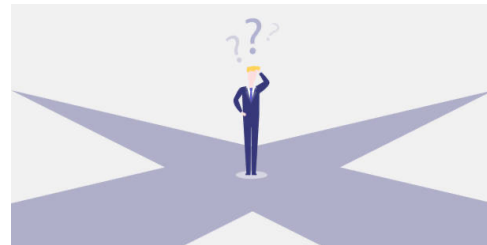
Related Technical Instruction (RTI)

- Already existing in-house training counts toward needed hours
- Options exist that limit required classroom time
- Customizable and flexible to your business needs
- Options for 3rd party RTI you may already have

➤ A documentation and tracking process is the biggest step

Responsibilities of the Employer

- Provide a safe working and learning environment
- Provide supervision and training by a mentor for OJT
- Provide well-rounded training so the apprentice can learn all aspects of the occupation by the completion of the training program as listed in the Work Process Schedule
- Monitor and document the apprentice's on-the-job progress and provide feedback on performance
- Comply with the provisions of the Program Standards and the Apprentice Agreement
- Support and nourish a culture that provides an environment for the development of the apprentice



YOU'RE ALREADY DOING THESE THINGS!

Responsibilities of the Mentor



- A mentor demonstrates how to do a job well
- The mentor/apprentice relationship fosters the apprentice's abilities, career development, and professional growth
- Because not all procedures are clearly spelled out in the classroom or in manuals, mentors fill in the missing elements by showing trainees how tasks are completed in actual work settings
- A mentor is a teacher who assigns tasks and reviews performance by using their understanding and personal experiences
- A mentor will help apprentices grow personally and professionally by sharing knowledge and expertise. A successful mentor possesses the desire to want to share "life experiences"

YOU ALREADY HAVE THESE PEOPLE!

Responsibilities of the Apprentice

With signing the Apprentice Agreement, apprentices assume the following responsibilities and obligations under the apprenticeship program:

- Maintain employment status with the employer
- Perform diligently and faithfully the work of the occupation and other pertinent duties assigned by the employer
- Contribute to a safe working environment in such a manner to assure personal safety and that of fellow workers
- Satisfactorily complete OJT tasks as outlined on the Work Process Schedule
- Attend and satisfactorily complete required related technical instruction as outlined on the Work Process Schedule



The Real Impact (Example)

Underground Utility Installer Technician

Core Skills:		Approximate Hours	OJT	Employer RTI	3rd Party RTI
1	Inspection, Care & Use of Personal Protection Equipment	1	1		
2	OSHA 10	10		10	
3	First Aid/CPR/Blood Borne Pathogens	4			4
4	Hazard Assessment & Communication	10		10	
5	RF Awareness & Safety	1			1
6	Underground Utility Locate Process	2	2		
7	CDL & Safe Driving Practices including successful operate of tractor and trailer	20			20
8	DOT – Securement Of Equipment or Load	2			2
9	Reading Blueprint/Construction Drawings	8	8		
10	Job Site Management	8	8		
11	Excavation & Restoration	16	16		
12	Horizontal Directional Drilling (HDD) and Other Equipment Operation Best Practices	10	10		
13	Conduit/Duct Bank Installation	12	12		
14	Manhole/Hand Hole Installation	12	12		
15	Cable Handling, Installation, and Splicing	20	20		
16	Backfill, Compaction, Finish Grading	10	10		
17	Electrical Safety & Stray Voltage Detection	5		5	
18	Lock Out/Tag Out	2		2	
19	Material Handling & Storage	2	2		
20	Apprenticeship Program Overview	1	1		
TOTAL		156	102	27	27

*Anticipated completion time is 6 – 24 months.

Mission of TIRAP

- Built by and for telecommunications employers, TIRAP is a competency-based apprenticeship aimed at growing the productivity of the workforce as directly as possible. By establishing on-the-job training as well as classroom learning, these apprenticeships help you onboard and upskill your workers. This leads to better efficiency and safety —plus higher employee engagement and retention.



Role of WIA

- National sponsor of TIRAP
- Link between the Industry and the Department of Labor
- Provide technical assistance to employers participating in the program

Role of PCCA

- Partnered with WIA on the 4-year DOL grant supporting TIRAP
- Provides assistance to PCCA member companies interested in, and/or participating in the program
- Serves as an advocate of TIRAP to other industry associations

Advantages of TIRAP

- Skill Your Workforce
 - Recruit and develop a highly skilled workforce that helps you grow your business
- Positively Impact Your Bottom Line
 - Increase productivity and profitability
- Access State and Federal Support
 - Identify potential state and federal funding available to support registered apprenticeship
- Customize Your Training
 - Create flexible training options that ensure workers develop the right skills
- Retain Workers
 - Save costs and time, and prevent loss of company knowledge through retention. According to the Department of Labor, 94% of all apprentices continue employment after completing an apprenticeship
- Foster Diversity
 - Foster an inclusive culture that taps into diverse populations to fill high-demand jobs



Employer Financial Incentives

TIRAP

Number of Apprentices Registered	Incentive Payment Opportunity*
Up to 10	\$500 per apprentice
11-40	\$10,000 lump sum
41-100	\$25,000 lump sum
101-200	\$40,000 lump sum
201-300	\$55,000 lump sum
301+	\$70,000 lump sum



*Each apprentice must earn at least \$1,000 in wages before employer may seek incentive payment.

State Level Opportunities (example)

Michigan.gov

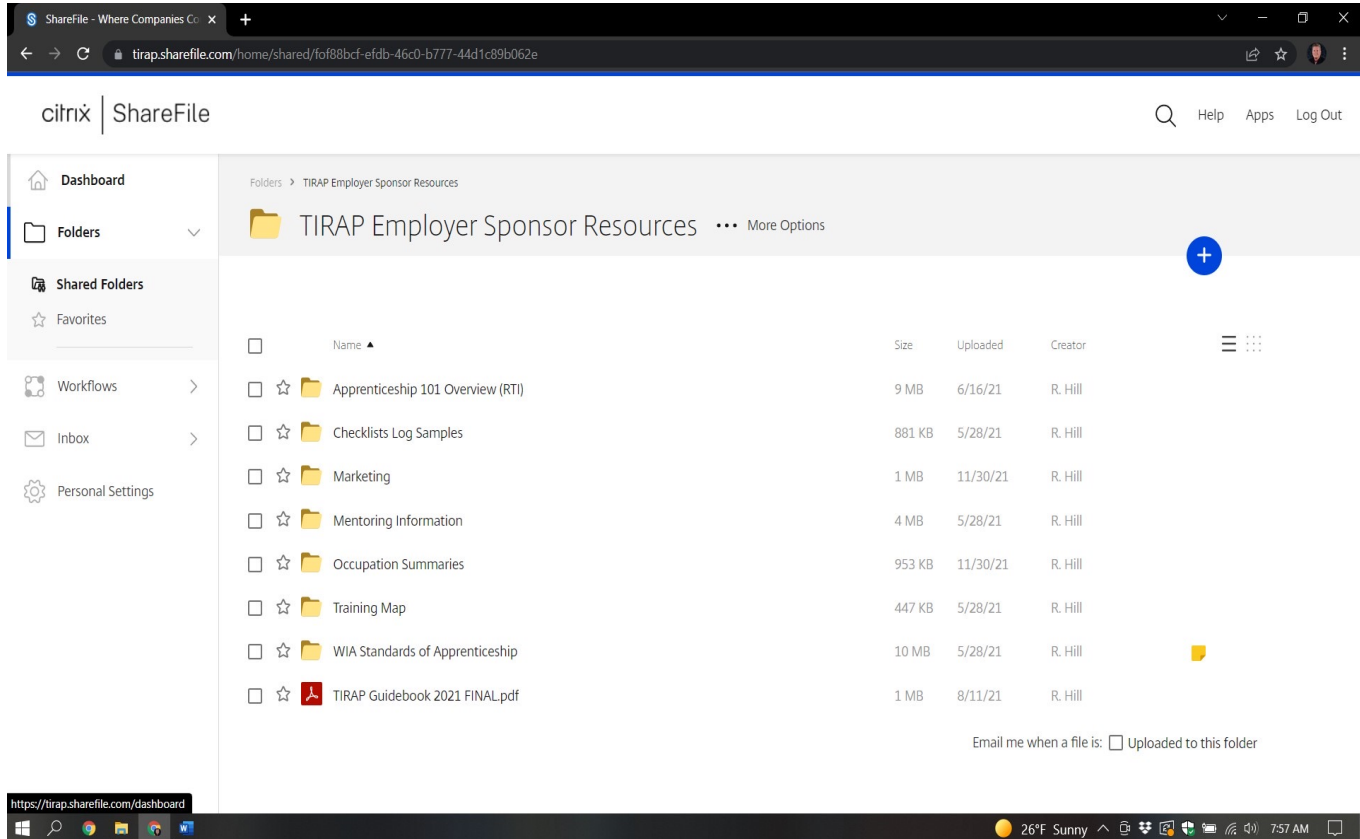
The Department of

Labor and Economic Opportunity

- Michigan Dept. of Labor and Economic Opportunity (LEO): [Education & Training](#)
- Michigan LEO – Workforce Innovation & Opportunity Act (WIOA): [Adult Program](#)
- Michigan LEO: [Work Opportunity Tax Credit Program](#)
- Michigan Works – Southeast (Regional): [Training and Grants](#)
- State Apprenticeship Organization: [MI Apprenticeship](#)

Getting Started

tirap.sharefile.com



The screenshot shows the ShareFile web interface. The browser address bar displays the URL: `tirap.sharefile.com/home/shared/faf8bcf-efdb-46c0-b777-44d1c89b062e`. The page header includes the Citrix ShareFile logo, a search icon, and links for Help, Apps, and Log Out.

The main content area shows a folder view for "TIRAP Employer Sponsor Resources". A table lists the contents of this folder:

Name	Size	Uploaded	Creator
Apprenticeship 101 Overview (RTI)	9 MB	6/16/21	R. Hill
Checklists Log Samples	881 KB	5/28/21	R. Hill
Marketing	1 MB	11/30/21	R. Hill
Mentoring Information	4 MB	5/28/21	R. Hill
Occupation Summaries	953 KB	11/30/21	R. Hill
Training Map	447 KB	5/28/21	R. Hill
WIA Standards of Apprenticeship	10 MB	5/28/21	R. Hill
TIRAP Guidebook 2021 FINAL.pdf	1 MB	8/11/21	R. Hill

At the bottom of the interface, there is a checkbox option: "Email me when a file is: Uploaded to this folder".

Occupations

➤ Underground Utility Installer Technician	RTI: 156 Hours
➤ Overhead Utility Installer Technician	RTI: 154 Hours
➤ Telecommunications Utilities Foreman (pending DOL approval)	RTI: 151 Hours
➤ Small Cell Technician	RTI: 144 Hours
➤ Fiber Optic Technician	RTI: 170 Hours
➤ Wireless Technician	RTI: 85 Hours
➤ Telecommunication Tower Technician	RTI: 160 Hours
➤ Telecommunications Antenna & Line Lead	RTI: 212 Hours
➤ Telecommunications Antenna & Line Foreman	RTI: 137 Hours
➤ Telecommunications Tower Construction Lead	RTI: 223 Hours
➤ Telecommunications Tower Construction Foreman	RTI: 138 Hour
➤ Maintenance & Condition Assessment Lead	RTI: 102 Hours
➤ Maintenance & Condition Assessment Foreman	RTI: 132 Hours



What will make it successful?

- Leadership commitment
- Providing a safe working and learning environment
- Providing supervision and training by a mentor for OJT
- Providing well-rounded training so the apprentice can learn all aspects of the occupation by the completion of the training program as listed in the Work Process Schedule
- Monitoring and documentation of the apprentice's OJT progress and providing feedback on performance
- Supporting and nourishing a culture that provides an environment for the development of the apprentice



YOU'RE ALREADY DOING THESE THINGS!

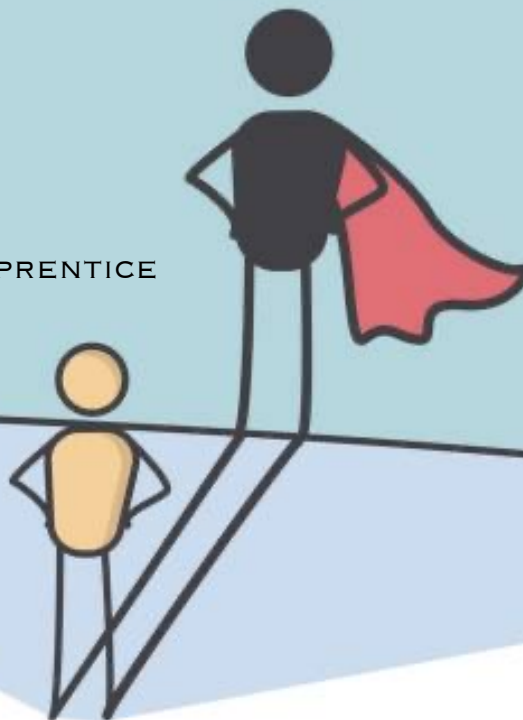
What will make it sustainable at my company?

- Promote it as an honor to be chosen to participate
- Focus on employees excited to participate
- Don't force it
- Educate about the opportunity to earn certification in a groundbreaking field
- Consistent communication
- Ask for feedback from current apprentices
- Constantly evaluate how it can be better



START WITH ONE

1 MENTOR – 1 APPRENTICE





Support Resources



<https://wia.org/>

Deb Bennett
Director of Apprenticeship
deb.bennett@wia.org

Rachael Hill
Apprenticeship Support
rachael.hill@wia.org



www.tirap.org/



Loren Brace
Director
lbrace@continuumcapital.net

The REWARD is much greater than the risk!

- Low-cost/no-cost integration utilizing incentives for qualified employers
- Minimal impact to existing operations

LOREN BRACE

Director – Overhead & Underground
Utility Infrastructure
Kansas City, MO

mailing:

PO Box 31026
Raleigh, NC 27622
www.ContinuumCapital.net

913.313.5099
LBrace@ContinuumCapital.net

Loren Brace

Loren Brace is a consultant to the overhead and underground utility construction industry. He is an accomplished executive with deep field experience and primarily works with gas & electric utilities, pipeline companies, and energy firms on the development of strategies and operational processes that can transform an organization and achieve superior performance.

Loren's deep expertise includes senior management or leadership roles with three of the largest pipeline and utility contractors operating the Midwest and Southeast. He learned the business, hands-on, starting in the trench and has extensive experience in the field driving productivity, safety, and quality performance improvement. In addition to practical construction experience, his responsibilities include distribution and transmission planning and construction, asset management, strategic sourcing, resource management, behavioral safety strategies, and employee development. Typical engagements include evaluation of workflow processes, contract resource management strategies, equipment utilization assessments, contractor performance programs, productivity improvement analysis, and Safety/Quality improvement initiatives.

Loren is a leader and has been an active participant in industry associations including the Distribution Contractors Association (DCA), as a committee chair; the Midwest Energy Association (MEA), as a committee member; and the National Utility Contractors Association (NUCA), as a Director-at-Large; among others. He is an advocate of lifelong learning and recently completed the program in Supervisory Management at the University of Wisconsin Oshkosh. He currently resides in Kansas City, MO.

