



Telecommunications
Industry Registered
Apprenticeship Program

Agenda

- ▶ Overview of TIRAP
- ▶ Goals
- ▶ Where we are
- ▶ Working with TIA, OSHA, and others on the PAN's and new video series
- ▶ The first video
- ▶ Supporting HR departments in identifying how to use and leverage the advantages of Registered Apprenticeship

Overview of TIRAP

- ▶ The TIRAP board is comprised of people from key segments of the industry. The board in a joint venture with the U.S. Department of Labor Office of Apprenticeship is responsible for the following:
 1. Creation or acceptance of training requirements for companies that want to participate in the apprenticeship program.
 2. Ensure that we are fulfilling our responsibility to allow employees in the program to learn to perform quality work in accord with the standards in the safest of manners.
 3. Work to streamline the process and facilitate communication between government entities and industry.
 4. Support regulators and receive support as we address trends in the industry through training
 5. Review changes in industry standards and work to allow access to these changes by companies and employees in the program.
 6. Review data provided on the status of the program provided by the state or federal offices.

Executive Board

- ▶ Scott Kisting - MUTI/Sabre - Board Chair
- ▶ David Sams - SBA - Vice Chair and Safety committee board Liaison
- ▶ Jonathan Adelstein - PCIA - Secretary and communications director
- ▶ Beau Aero - GME - Board member
- ▶ David Anthony - Shenandoah Tower - Board member
- ▶ Richard Cullum - Crown Castle - Board member, and liaison to the quality committee
- ▶ Kelley Dunne - Warriors 4 Wireless - Board member, and liaison with VA, DOD and workforce development committee
- ▶ Laurie Gebhardt - Verizon Wireless - Board member, and DOL liaison
- ▶ Art Pregler - AT&T - Board member, and process flow manager
- ▶ Paul Roberts - American Tower - Board member, and Advisor on regulatory issues and safety
- ▶ James Walker-Pontius - US Cellular - Board member, and work flow development and video series, support of technical committee

- ▶ Jim Maddux - OSHA liaison to the board

- ▶ Joseph Jenkins - DOLOA coordinator

- ▶ Stephanie Brewer - MUTI/Sabre - Board facilitator and coordinator

Overview of TIRAP

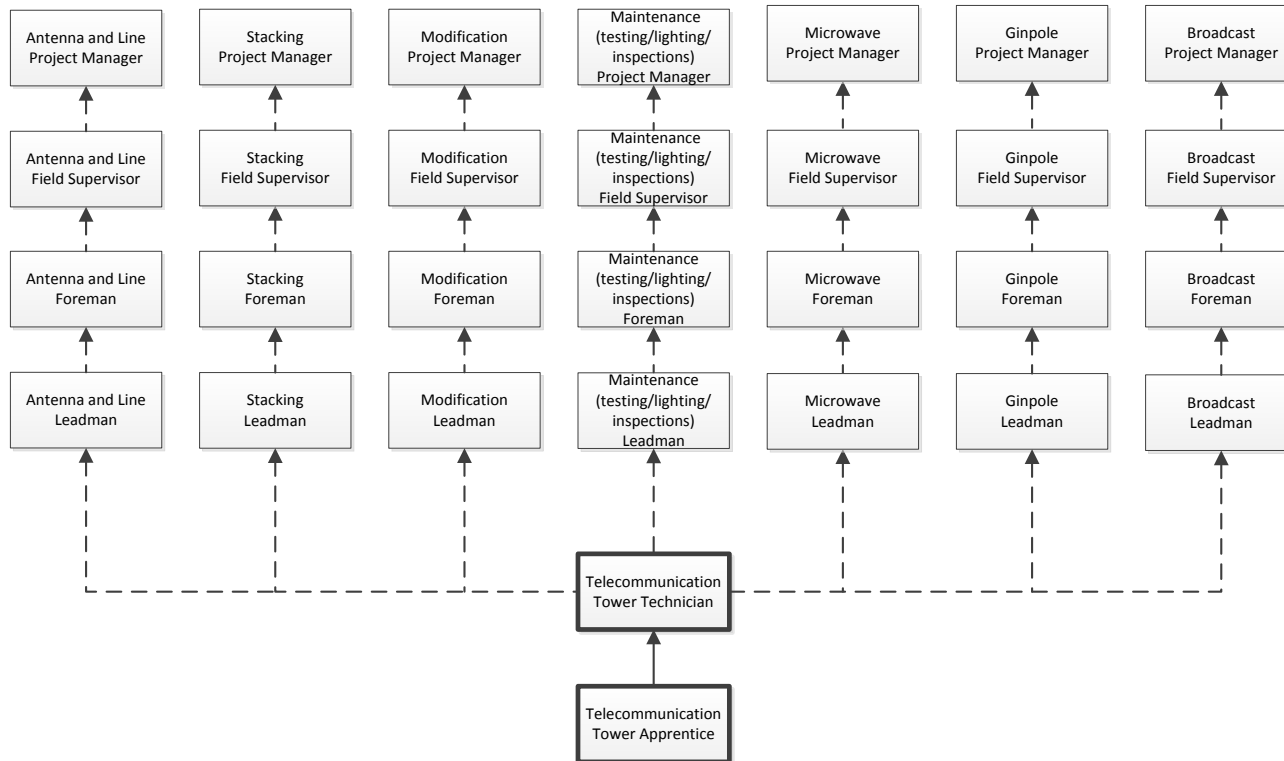
- ▶ Currently the board is empowering the committees that will support and review the training requirements. The following committees are being empowered:
 1. Safety - Jeremy Buckles - SBA
 2. Quality - Art Pregler was the chair but looking for a new chair as Art has taken on board responsibilities.
 3. Technology - James Walker-Pontius was the chair but looking for a new chair as JWP has taken on board responsibilities
 4. Communication - Currently seeking a chair
 5. Workforce Development - Dr. Gemma Frock
 6. OEM - Currently seeking a chair

US Department of Labor

- ▶ Administration of the program
 - ▶ To work with the states and allow companies that want to enter the program to do so in a efficient manner
 - ▶ Responsible for the tracking of companies in the program
 - ▶ Provide data to TIRAP board
 - ▶ Issue of Interim credentials and certifications to the employees in the program
 - ▶ Credentials stay with the employee
 - ▶ Oversight

Where we are

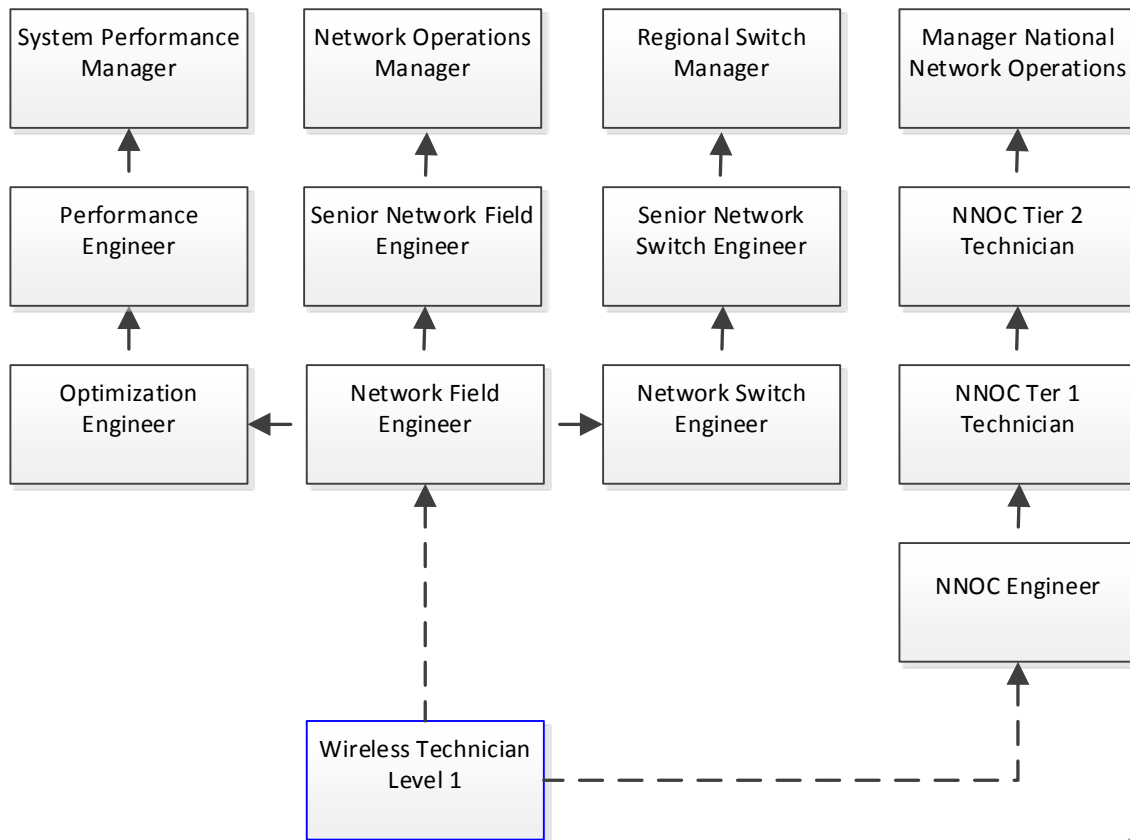
Framework for Tower Apprenticeship



Note: A employee can move to any position once they achieve the TTT level
In addition they will have a card for the position achieved with a certification for other areas

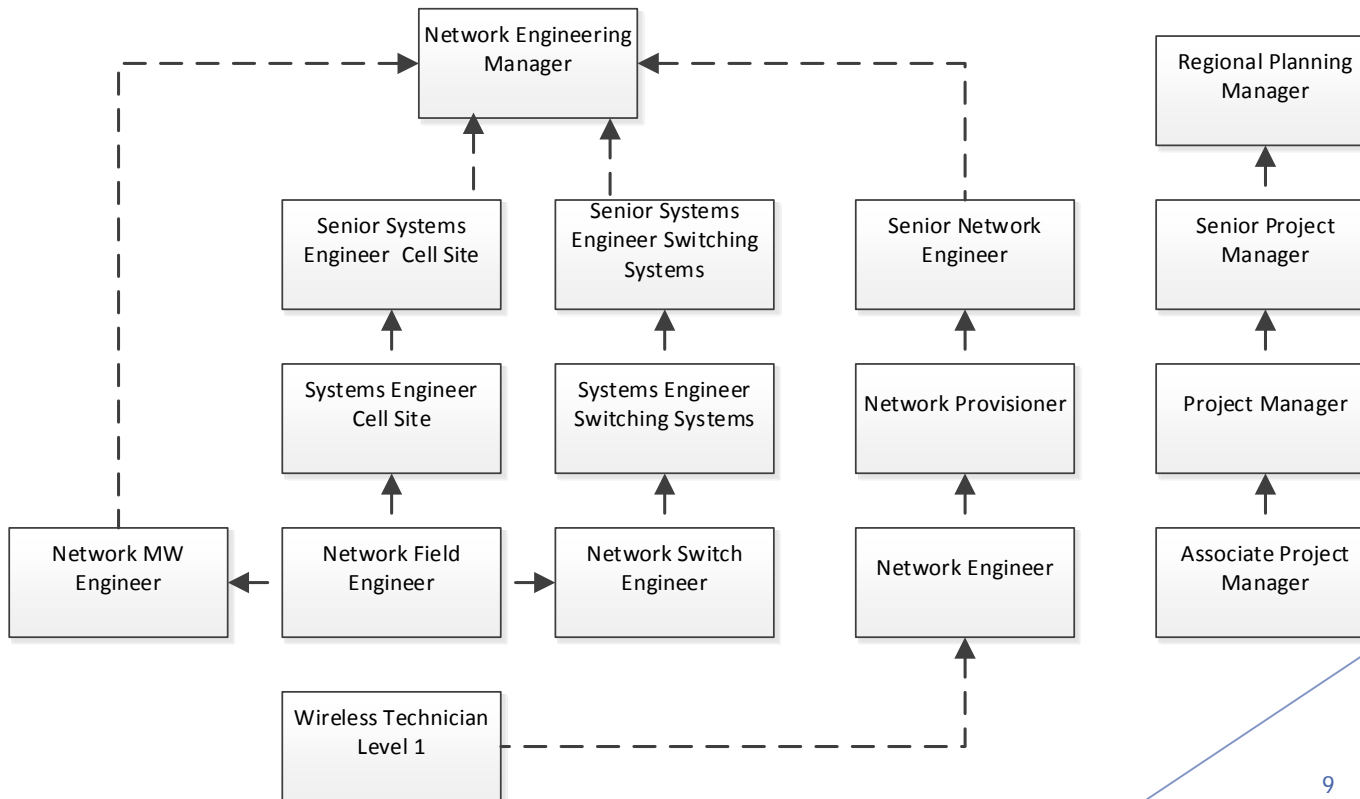
Where we are

Framework for Wireless Technician Cell Site, Switching Systems and Network Operations Center Apprenticeship



Where we are

Framework for Wireless Systems Engineering/Network Planning and Project Management Apprenticeship

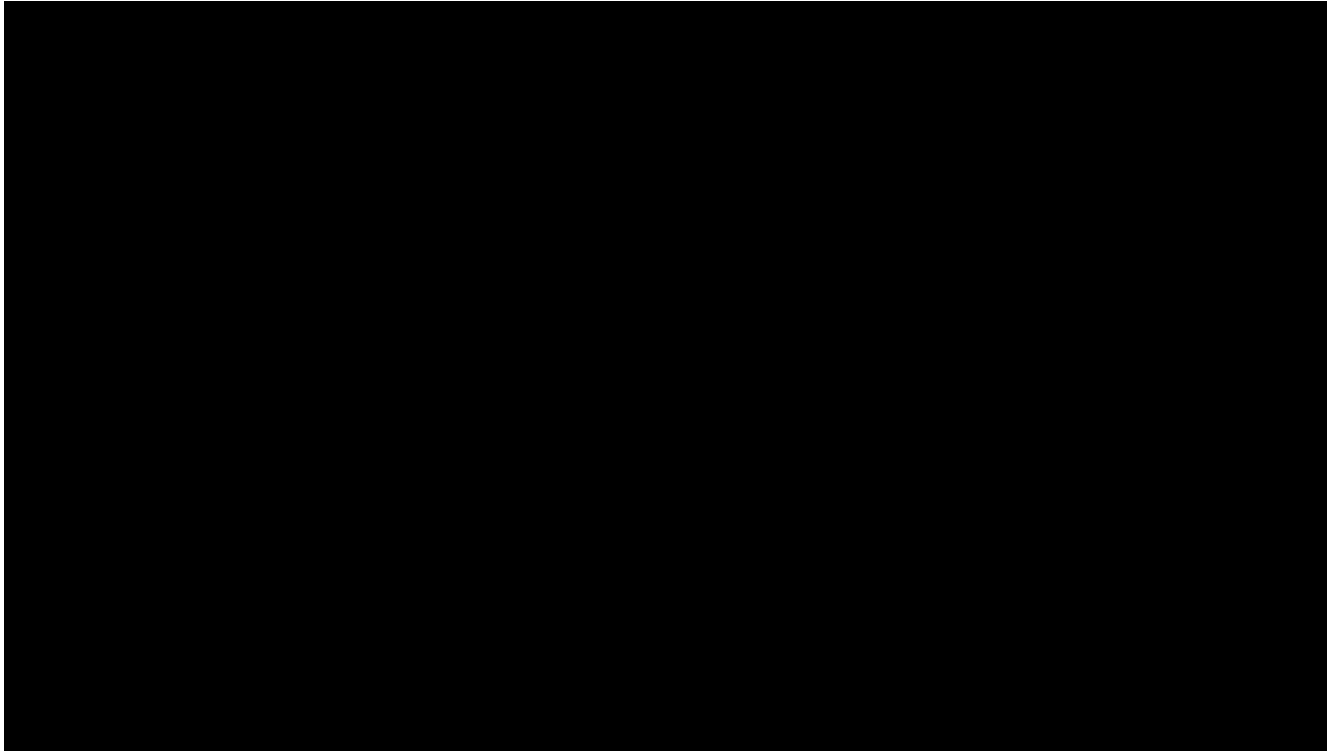


Goals

- ▶ Support employers seeking to have apprenticeship using existing positions or creating new.
- ▶ Working with NWSA in hopes of a MOU that will allow clear communication on tower related positions.
- ▶ Continuing development of the technical paths
- ▶ Continue working with TIA/OSHA/FCC and others to ensure cross communication and awareness for the industry
- ▶ Summit for senior HR individuals to be hosted in DC during November
- ▶ Stay true to the goals of Quality, efficiencies, and Safety as requirements for the training
- ▶ Place emphasis on the existing standards and follow up on the TIA/TIRAP standards overview provided to OSHA
- ▶ Maintain a process to ensure employers provide training and submit their data to the DOLOA and provide feedback to the board

TIRAP

Telecommunications video series



Upcoming videos in the series

- ▶ Safety climb part 1 and 2
- ▶ Fall protection
- ▶ TIA 1019-A and its use
- ▶ Demolition and lead abatement
- ▶ RF hazard assessment
- ▶ TIA inspections
- ▶ SOW overview
- ▶ Driving
- ▶ Others

Questions?