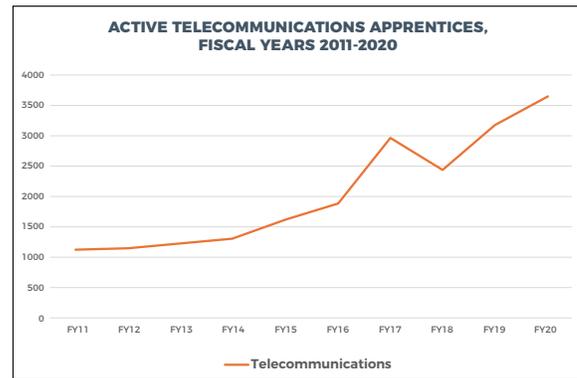




## DISCOVER APPRENTICESHIP: TELECOMMUNICATIONS

The telecommunications industry faces a skills gap that poses serious threats to the nation's ability to expand wireless broadband coverage in urban, suburban and rural areas and to build 5G networks. 5G is expected to create 4.6 million new jobs in next fifteen years and we need to invest in training talent for these jobs in a timely manner.<sup>1</sup> Apprenticeship is your proven solution for quickly and efficiently recruiting, training, and retaining world-class telecommunications talent. In 2012, the [Telecommunications Industry Registered Apprenticeship Program](#), a joint venture of telecommunications companies, industry associations, and DOL was developed as the first Registered Apprenticeship Program in the telecommunications industry. In 2020 there were 3,654 registered apprentices in telecommunications occupations, increasing over 300% in the last nine years.<sup>2</sup>



### TELECOMMUNICATIONS AND THE GROWING TALENT GAP

The telecommunications industry is critical to our country's economic competitiveness. The challenge? Significant talent shortages and skill gaps are slowing employers' efforts to expand, innovate, and excel. Among these challenges:

- ✓ Developing a properly trained and scalable workforce to build next-generation wireless networks and meet the demands of 5G and future generation of wireless technologies
- ✓ Developing rapid and responsive workforce training and upskilling models
- ✓ Reaching underrepresented and disadvantaged populations to increase the diversity of the workforce for inclusivity

These workforce challenges impact your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: apprenticeship. It can be integrated into your organization's current training and human resource development strategy.

<sup>1</sup> The Third Wave: How 5G Will Drive Job Growth Over the Next Fifteen Years. URL: [https://www.nationalspectrumconsortium.org/wp-content/uploads/2020/09/PPI\\_The-Third-Wave-5G-Portrait\\_Final.pdf](https://www.nationalspectrumconsortium.org/wp-content/uploads/2020/09/PPI_The-Third-Wave-5G-Portrait_Final.pdf)

<sup>2</sup> The numbers represent apprentices from multiple industries in telecommunications related occupations.

## APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Employers in the telecommunications industry across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills. Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

### WHAT IS APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that your apprenticeship program meets national quality standards.

*"The skills of yesterday no longer suffice for the wireless jobs of today. The U.S. needs to win the race to 5G by training the workforce to do the jobs quickly, efficiently and safely. That is why, with DOL's support, we work to provide meaningful career pathways in the growing telecommunications industry especially for diverse populations through our registered apprenticeship program."*

**-Jonathan Adelstein, Wireless Infrastructure Association President and CEO**

### SNAPSHOT: Apprenticeable Occupations

- ▶ Telecommunications Tower Technician
- ▶ Customer Service Representative
- ▶ Parts Salesperson
- ▶ Wireless Technician
- ▶ IT Generalist
- ▶ Broadband Technician

### HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

Telecommunications employers realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:

- ▶ Vet workers and instill your company's culture
- ▶ Recruit and develop a diverse and highly-skilled workforce
- ▶ Improve productivity, profitability, and your bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Demonstrate investment in your community

Partner with the Office of Apprenticeship and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you achieve workforce results quickly

## DISCOVER APPRENTICESHIP TODAY!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or call our toll-free number:

**Phone: 1-877-872-5627**

**Speech and Hearing Impaired: 1-877-889-5627**

Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.