

# Telecommunications

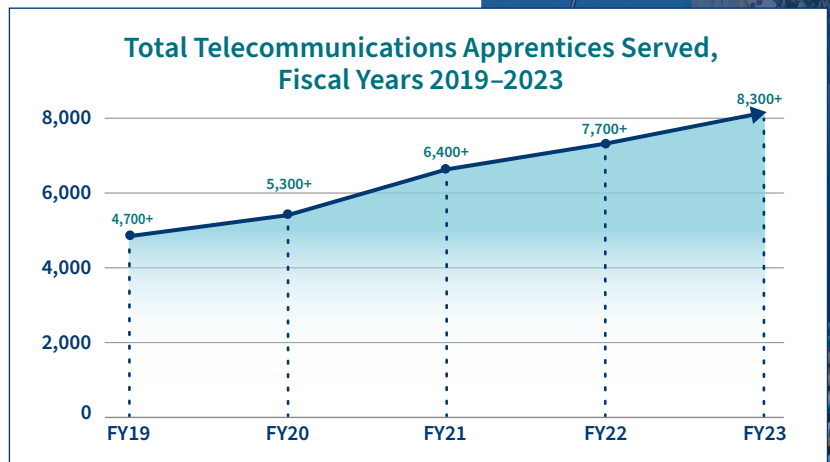
The telecommunications industry faces a talent shortage that poses serious threats to the nation's ability to expand wireless broadband coverage in urban, suburban, and rural areas and to build 5G networks. 5G is expected to create 4.6 million new jobs in the next 15 years and we need to invest in training talent for these jobs in a timely manner.<sup>1</sup> Registered Apprenticeship is a proven solution for quickly and efficiently recruiting, training, and retaining world-class telecommunications talent in good, quality jobs. In 2012, the Telecommunications Industry Registered Apprenticeship Program, a joint venture of telecommunications companies, industry associations, and the U.S. Department of Labor was developed as the first Registered Apprenticeship program in the telecommunications industry. In 2023, there were over 8,300 registered apprentices served in the telecommunications industry, a 116 percent increase over the past 5 years.<sup>2</sup>

## THE NEED FOR REGISTERED APPRENTICESHIP IN THE TELECOMMUNICATIONS INDUSTRY

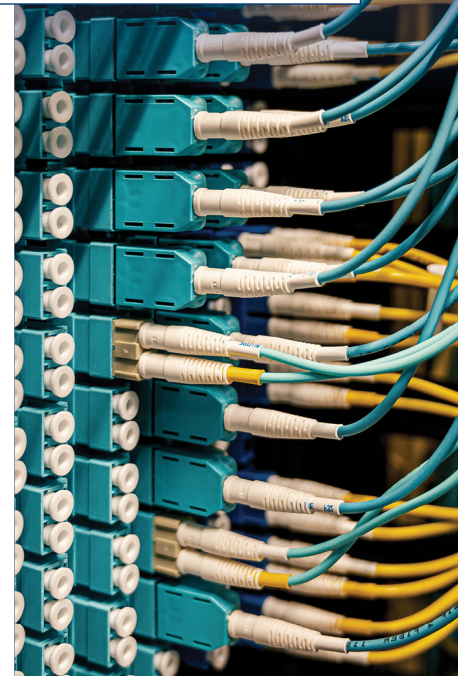
The telecommunications industry is critical to the nation's infrastructure and economic competitiveness. The challenge? Significant talent shortages are slowing employers' efforts to expand, innovate, and excel. Among these challenges:

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

These workforce challenges impact employers' productivity and profitability. The good news? There is a proven solution that can be integrated into existing training and workforce development strategies to meet critical talent challenges: **Registered Apprenticeship.**



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## REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Employers in the telecommunications industry across the U.S. and around the world use the Registered Apprenticeship training model to recruit, train, and retain workers with the right skills. Registered Apprenticeship is the most effective training model for enhancing companies' performance and competitiveness.

### WHAT IS REGISTERED APPRENTICESHIP?

Registered 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 and receive progressive wage increases; classroom instruction; and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

### HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Telecommunications employers realize several benefits from implementing Registered Apprenticeship programs. Through Registered Apprenticeship, employers will:

- ▶ Customize training to meet the company's needs.
- ▶ Recruit and develop a diverse and highly skilled workforce.
- ▶ Improve productivity, profitability, and the company's bottom line.
- ▶ Reduce turnover, improve loyalty, and retain top talent.
- ▶ Demonstrate investment in the community.

Partner with the Office of Apprenticeship, a [U.S. Department of Labor Industry Intermediary](#), or your respective State Apprenticeship Agency to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you quickly achieve workforce results.



*“The growing demand for greater connectivity and advanced networks in the U.S. requires more highly skilled telecommunications workers than ever before. It is critical that industry, in partnership with government, continues to expand on efforts to develop, implement, and promote broadband workforce training opportunities. With the DOL’s support, we provide meaningful career pathways within the telecommunications industry to help meet this demand through our Registered Apprenticeship program.”*

**—Patrick Halley, WIA President and CEO**

#### SNAPSHOT: EXAMPLES OF TELECOMMUNICATIONS-RELATED APPRENTICEABLE OCCUPATIONS

- ▶ Telecommunications Tower Technician
- ▶ Wireless Technician
- ▶ Fiber Optic Technician
- ▶ In-Building Wireless Installation Technician
- ▶ Customer Service Representative
- ▶ Parts Salesperson
- ▶ Wireless Technician
- ▶ IT Generalist
- ▶ Broadband Technician

<sup>1</sup> The Third Wave: How 5G Will Drive Job Growth Over the Next Fifteen Years. ([https://www.nationalspectrumconsortium.org/wp-content/uploads/2021/09/PPI\\_The-Third-Wave-5G\\_Portrait\\_Final.pdf](https://www.nationalspectrumconsortium.org/wp-content/uploads/2021/09/PPI_The-Third-Wave-5G_Portrait_Final.pdf))

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

## Explore Registered 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 email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

**APPRENTICESHIPUSA™**  
★★★