AMERICAN TELECOMMUNICATIONS GUILD

Worker Pathway Public Edition v4

Proposed entry, evaluation and advancement pathway

11 November 2026

ATG is developing a pathway that connects instruction, supervised field learning and competency assessment. This guide explains the intended experience for new entrants and experienced workers, along with what must be confirmed before anyone can enroll.

Current status

Enrollment is not open. The proposed apprenticeship is 24 months. Apprenticeship registration is being pursued; this guide does not establish that ATG has a registered apprenticeship. Funding, delivery capacity and signed delivery or host agreements are not confirmed.

ATG is planning a first Desert Southwest pilot intake in 2027. The month and size depend on registration and other approvals, funding, qualified supervision, independent review and signed agreements. A target is not an available place or an employment offer.

Two ways into the proposed pathway

New and developing workers

The apprenticeship route begins with Phase 1 academic and lab instruction, followed by supervised field learning and employer-led learning. Placement and progression depend on verified skills and published criteria, not time served alone.

Experienced workers

Phase 0 is a separate, planned two-week field evaluation for advanced standing. It is intended to assess demonstrated performance with one-on-one assessor engagement. Experience alone does not establish qualification or a supervision assignment.

What the pathway does not promise

ATG standing would not replace employer hiring decisions, issuer requirements, task-specific training or site authorization. This guide does not guarantee a job, wages, a start date, a credential package or acceptance by every employer or customer.

The proposed 24 month sequence

The initial “3 + 6” is nine months of the pathway, not the full apprenticeship. The final fifteen months are employer-led. Timing runs from each apprentice’s actual start and remains subject to competency requirements and interruptions.

Phase 1 Academic and lab learning 3 months

Planned instruction includes safety fundamentals, RF awareness, technical theory for the relevant scope, documentation and crew communication. Required foundational training and evidence would be checked before field access.

ATG is developing its own internal curriculum and pilot agenda using Kathy Gill’s Tower Safety expertise. Schools and campuses are potential future host locations. Their mention does not establish a signed training, hosting or delivery agreement.

Phase 2 Supervised field learning 6 months

The design places apprentices on ATG-managed overflow scopes, with work limited to verified skill level and continuous safety and competency review. It calls for one qualified journeyworker per apprentice. No unsupervised field exposure is intended.

The proposed outcome is Apprentice II standing and readiness for employer-led placement under a written Employer Acceptance Agreement. This is an intended assessment outcome, not an automatic award after six months.

Phase 3 Employer led learning 15 months

The design places apprentices on an approved employer’s ordinary production work. The Phase 2 overflow-only restriction does not extend to this phase. Protections must be carried by employer agreements, named supervision and sponsor oversight.

- A documented progressive wage schedule with milestone-based steps. Actual wages, employment terms and payment arrangements depend on the employer and agreement; no wage figure is promised here.
- Defined supervision, milestone review and competency verification, with non-retaliation protections and consequences for failure to meet the agreement.

Journeyman I is the intended terminal ATG apprenticeship credential. Completing the proposed calendar alone would not establish federal registration, satisfy every credential issuer or confer unrestricted site authority.

Capacity comes before intake

The pilot goal of up to 75 new apprentices is not a funded commitment. Phase 2 intake must fit available 1:1 qualified supervision. Smaller or staggered starts may be needed. A 2027 start would target completion in 2029, subject to competency and interruptions.

Assessment and worker protections

How experience would be assessed

Phase 0 is intended to assess technical execution, safety behavior, operational discipline, crew integration and consistency across multiple days and conditions. Applicable tasks must match the role and safe evaluation scope.

The proposed outcomes are full qualification at the demonstrated tier; conditional qualification with targeted remediation; entry into the apprenticeship; or further preparation before re-evaluation. Each determination should explain the published criteria, identified gaps and next steps in writing.

Independent decisions and review

The governance design requires evaluator independence and recusal where financial interests conflict with assessment. Panels must include an evaluator independent of the institution that instructed the candidate. When independence cannot be met internally, an outside evaluator is needed.

The Governance Map provides a separate three-person Appeals Panel, a 30-day filing window and no appeal fee. Detailed intake, reporting and disciplinary provisions still need alignment before a public signing edition. This guide is not an active intake or appeals portal.

The proposed no worker fee model

ATG's stated model prohibits apprentice tuition and participation fees, dues to hold earned standing, and personal charges for advancement evaluation. Post-apprenticeship evaluation is intended to be employer-sponsored or supported through the restricted fund or grant-funded capacity when no sponsor is available. Lack of sponsorship should not deny evaluation or affect its outcome.

These are institutional design commitments, not evidence that funding or services are already available. Funding and operating capacity must be secured before delivery.

Safe work and fair treatment

The framework calls for assignments within verified competency, qualified supervision, accurate records, non-retaliation and a way to report concerns. Membership would not waive legal rights, external reporting rights or the right to discuss wages and working conditions.

No confidential incident-reporting service is offered through this guide. Ordinary website email is not a secure channel for personnel, medical or incident records.

Credentials and useful worker records

There is no universal credential count in this pathway. Requirements vary by assignment, regulation, issuer, employer and customer. A course-completion card, an independently assessed certification, a license and employer task authorization are different forms of evidence.

The proposed record should identify what was assessed, the issuer or evaluator, the scope, dates, applicable renewal rules, verification route and any unresolved discrepancy. Validity and a receiving employer's acceptance are separate questions. A failed lookup is not automatically proof that a worker is unqualified.

Earned guild rank and current safety qualifications must remain distinct. A lapse in a required safety qualification can restrict an assignment without automatically erasing earned rank. An ATG rank alone would not establish legally required Competent Person status or authority for every site or task.

Before relying on an offered place

- Confirm the actual registration and approval status, intake date, available supervision and funded delivery capacity.
- Read the written training, employment and wage terms, including who supervises each phase and how progress is assessed.
- Confirm required credentials for the intended role, who issues them, how they are verified and who accepts them.
- Ask for the operating reporting, correction and appeal procedures, including who receives a concern and how privacy is protected.

Further reading and questions

Current public reading guides and research are available at ATGuild.net. For general questions or corrections, email info@ATGuild.Net. Do not send sensitive worker or incident records by ordinary email.

Source scope

Public summary dated 11 November 2026, based on the Worker Experience & Pathway Framework v3 and ATG's Worker Pathway, Desert Southwest Pilot, Governance Map, and Member Conduct & Protections reading guides. Curriculum and host-location descriptions reflect ATG's current planning direction. This edition is not a signed agreement or evidence of regulatory approval.

Related Research Desk guidance: Telecom credentials and the evidence behind them; Worker records that remain useful between jobs. Both were published 3 November 2026 and distinguish proposed ATG systems from operating services.

Read the guides: ATGuild.net/library
Read the research: ATGuild.net/research-desk
Pathway updates: ATGuild.net/library-worker-pathway