Community Benefits Outcomes and Objectives

Recipient Name: Mora-San Miguel Electric Cooperative, Inc.

Project Title: Bipartisan Infrastructure Law (BIL): Three-Part Wildfire Damage Mitigation Project

Award Number: DE-GD0000893

## Executive Summary

**Instructions:** This section should include a publicly releasable executive summary of the community and labor commitments agreed to in this project that explains how the commitments, milestones, and metrics align with and contribute to the project objectives. This section must not include any proprietary or sensitive business information as DOE may make it available to the public.

The following items should not be included in the Executive Summary:

· Specific dates (only include general time frames (i.e. Demonstrate XYZ result by Month 3, not Demonstrate XYZ by June 8th, 2013).

· Subcontractors, vendors or individuals by name. The award is with the prime and, as such, the CBOO should not generally reference the subcontractors.

Mora-San Miguel Electric Cooperative, Inc. (MSMEC)

Three-Part Wildfire Damage Mitigation Project Executive Summary

In October 2023, MSMEC received an award notification for the United States Department of Energy’s Grid Resilience and Innovation Partnerships (GRIP) Program Grant, made available through the Infrastructure Investment and Jobs Act in 2021, for the Three-Part Wildfire Damage Mitigation Project (Project) for MSMEC’s electric system. The federal share of the grant award is $11,270,193 and the MSMEC cost share is $3,756,731 for a total project cost of $15,026,924. MSMEC has five years to complete the project.

Project Objectives

As a rural electric cooperative, MSMEC is committed to providing clean, resilient, and affordable energy to the member-owners located in its service area. The member-owners of MSMEC are the communities that will benefit from this Project. The Project will accelerate and expand MSMEC’s grid resilience investments and better prepare it to avoid, withstand, and quickly recover from power disruptions caused by wildfires and other weather events intensified by climate change. The Project will significantly benefit the community by reducing the frequency and duration of electric service disruptions throughout a service territory that falls within the 90th-100th percentile for wildfire risk to infrastructure and is comprised entirely of economically disadvantaged communities. Enhancing vegetation management and accelerating grid modernization will lead to better power quality and support the MSMEC’s move toward beneficial electrification using clean energy. The Project will increase the number of well-paid, highly skilled positions working at MSMEC. Additionally, the Project will bring economic benefits to the community through the local spending of contractors working on the Project and the ability to attract tourism, broadband internet, and other business investments dependent upon reliable electric service. Throughout the Project duration, MSMEC will utilize its existing union labor agreements and seek opportunities to establish new partnerships with local governments, agencies, and community-based organizations.

Project Scope

The Project is comprised of three parts.

1. Enhanced vegetation management

MSMEC has been cutting trees and branches along powerlines since it opened its doors, but with changes in climate evidenced by recent wildfires, the need to increase investments in this area is evident. The grant funding will allow for the development of a complete vegetation management plan that will prioritize high wildfire danger areas, continuously reassess vegetation status, and schedule tree trimming activities within a planned annual cycle.

1. Grid Hardening

Grid hardening is comprised of conducting regular maintenance and upgrades that make structures and powerlines stronger and more resilient to wind, fire, sabotage, and other dangers. Funding from the grant will be used to vastly expand MSMEC’s current maintenance program in this area. Equipped with a grid hardening plan that will set new standards, MSMEC and contractor crews will be replacing and upgrading poles, powerlines, and other equipment throughout the system for the duration of the Project and beyond.

1. Grid Modernization

To improve system reliability and performance, grid modernization must accompany grid hardening. By deploying state-of-the-art electric utility solutions such as distribution automation, fault finding, advanced metering, and outage management, MSMEC will enable its employees and contractors to identify problems and deploy assets much more quickly. New technologies and information systems will allow MSMEC to monitor the system status in real time and base system planning on superior modeling and data analysis. Grid modernization will also enable MSMEC to install switches and other equipment that can be operated remotely, reducing the workload and improving safety for field personnel. The grid modernization efforts will enable MSMEC to expand capacity in order to accommodate the expected increase of energy demand from the use of electric vehicles, electric heat pumps, and other electrification efforts that aim to reduce carbon emissions. Together, these investments in grid modernization will improve the power quality and reliability for MSMEC members. MSMEC employees and contractors will upgrade and add equipment in the field throughout the life of the Project and beyond.

The Project is broken down into four phases:

* Planning and design
* Procurement and acquisition of materials and services
* Construction
* Deployment, testing, and commissioning.

To begin making the MSMEC grid better able to handle increased power demands as electrification expands, reduce system disruptions, and recover faster from outages, project team members will perform a complete assessment and inventory of the MSMEC electric system. Following the assessment, MSMEC will create a comprehensive system model and map of every item in the field, an enhanced vegetation management plan, and a grid modernization/hardening plan that will strategically deploy new equipment to modernize the system. With the plans in place, MSMEC will procure and acquire services and materials. Then, MSMEC staff and contracted crews will begin removing and trimming trees located near powerlines. Crews will also begin installing new equipment and replacing old structures throughout MSMEC’s service area. MSMEC will continue to carry out its plans for grid hardening and modernization long into the future.

Community Benefits of the Project

MSMEC has been a not-for-profit electric distribution cooperative supporting the rural mountain and ranch communities along the eastern Sangre de Cristo mountains since 1940. Its Wildfire Damage Mitigation Project will leverage innovative, modern grid technologies and management practices to harden MSMEC’s grid and ultimately avoid, withstand, and quickly recover from power disruptions. By protecting power lines from falling tree limbs, by minimizing the damage to the power distribution system caused by drought-related fires, and by deploying new technologies that improve the ability to monitor system status and design system changes, the Project will give its member owners far more reliable and safe electric service. The Project will deliver economic benefits to each community in the MSMEC service territory through the creation of new high skilled jobs at MSMEC, through local spending by contractors, and through the ability to attract tourism, green energy solutions, and other commercial investments that require robust and reliable electric service.

Community and Labor Engagement

Each community resident and commercial entity is a member-owner of MSMEC. Through this established relationship, MSMEC will distribute information about the Project status and opportunities on a regular basis using communications channels that include annual member meetings, monthly board meetings, newsletters/magazines, emails, social media, and website. Using member feedback from these communications, MSMEC will make adjustments along the way to maximize the community benefits of the Project.

In support of the Project, MSMEC is working with New Mexico State Forestry Division, New Mexico Highlands University, Luna Community College, Mora and San Miguel Counties, Mora County Economic Development Corporation, North East Economic Development Organization, Santa Fe National Forest, Tri-State Generation and Transmission Association, and New Mexico Rural Electric Cooperatives to foster community economic development through direct and indirect investments in local employment and businesses. MSMEC will seek to enter into a Good Neighbor agreement with interested parties such as Mora and Las Vegas Economic Development organizations and contracting companies working on the Project to foster information sharing on local good and services available and recruitment for local job opportunities. More specially, MSMEC will organize the harvesting of timber so that it goes to local community members that use wood for heating and cooking with a priority for low income and elderly members. MSMEC is also seeking consultation with Jemez Pueblo for the part of the project that will be located on their ancestral lands.

MSMEC will be adding new staff positions within the first year, working with Help New Mexico Workforce Solutions to help fill these positions with local residents. The Project includes employee training throughout the Project lifespan to ensure the continued operation of the new technologies deployed and standards that are set. New employees and contract crews will purchase housing, food, fuel, and other goods and services from local businesses. This will also increase the gross receipts for the area.

100% of the benefits of this project are going to disadvantaged communities (DAC). MSMEC’s entire service area falls under this category. This supports the President’s Justice40 initiative and Diversity, Equity, Inclusion and Accessibility (DEIA).

## Milestone Table

**Instructions:** This section should be filled in to reflect the commitments and relevant time-based milestones.

The selectee should add or delete rows and columns so the table summarizes commitments and timelines from milestones agreed upon during negotiations. Red text indicates examples and should be deleted or modified to reflect applicant’s plan. The following items should not be included in the Milestone Table:

· Specific dates (only include general time frames (i.e. Demonstrate XYZ result by Month 3, not Demonstrate XYZ by June 8th, 2013).

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|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Category and Commitment** | **Existing or planned** | **Budget Period 1 milestone** | **Budget period 2 milestone** | **Budget period 3 milestone** | **Budget period 4 milestone** | **Budget period 5 milestone** |
| **Community and Labor Engagement** |  |  |  |  |  |  |
| Community benefits agreement | Yes  Not at this time  Planned |  |  |  |  |  |
| Good Neighbor Agreements | Yes  Not at this time  Planned | Parties, scope identified for Good Neighbor Agreement(s) | Agreement(s)signed.  Document benefits month 23, publish month 24 | Document realized benefits month 35, publish month 36 | Document realized benefits month 47, publish month 48 | Document realized benefits month 59, publish month 60 |
| Partnerships with Economic Development and higher education institution | Yes  Not at this time  Planned | Identify 6-10 specific community benefit opportunities that will be an outcome of the Project | Document realized benefits month 23, publish month 24 and include in annual report | Document realized benefits month 35, publish month 36 and include in annual report | Document realized benefits month 47, publish month 48 and include in annual report | Document realized benefits month 59, publish month 60 and include in annual report |
| Collective bargaining agreement (operating jobs) | Yes  Not at this time  Existing | Contract renewal negotiation and agreement signed | Month 18 briefing with union | Month 30 briefing with union | Contract renewal negotiation and agreement signed | Month 54 briefing with union |
| Project Labor Agreement (construction jobs) | Yes  Not at this time |  |  |  |  |  |
| Partnership with Help New Mexico, utilizing existing relationship and experience | ☒ Yes  ☐ Not at this time  Existing | Utilize HELP NM to find local qualified workers for new positions and to fill existing open positions and 4 new apprentice linemen | Utilize HELP NM to find local qualified workers for any open positions | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| MSMEC Employee Meetings | ☒ Yes  ☐ Not at this time  Existing | Present Project updates and community benefits realized quarterly at employee meetings. Collect verbal Project feedback. | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| Monthly Project Team Partner Meetings | ☒ Yes  ☐ Not at this time  Existing | Discuss project employee and community feedback and determine how feedback collected will be incorporated into Project plans. Report Project progress, feedback collected and incorporated at MSMEC board meetings (monthly), NMREC manager and board meetings (monthly), MSMEC annual member meeting (annually) and on project webpage (monthly). | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| MSMEC Annual Member Meetings | ☒ Yes  ☐ Not at this time  Existing | Before and after the meeting, members will be directed to a Project booth to provide verbal or written feedback to be collected by MSMEC Project Team members. | Same as BP 1 | Same as BP 1 | Same as BP 1 |  |
| New Mexico Rural Electric Cooperative Association (NMREC) | ☒ Yes  ☐ Not at this time  Existing | Lessons learned and best practices in executing the CBP, Project plan and grants, will be shared with peers. | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| Community feedback and data incorporated into the project | Yes  Not at this time | During monthly Project Team Meetings, feedback collected from all sources will be incorporated in project and published on website and social media. | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| MSMEC Member Engagement (community members and MSMEC members are the same) | Yes  Not at this time | Project progress and member discussion will be on the Annual Member Meeting Agenda. Record feedback for project team meetings and publish on website. | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| **Investing in Quality Jobs** |  |  |  |  |  |  |
| Total Number of Permanent Operations Jobs: | Yes  Not at this time | 28 | 35 | 35 | 35 | 35 |
| Number of Construction phase jobs: | Yes  Not at this time | 37 | 37 | 44 | 39 | 25 |
| Minimum starting wage for permanent hourly jobs: | Starting at $21.68/hr. per union contract. | $\_\_/hr. \_\_% according to current union contract. Contract to be renegotiated by 7/1/24. | $\_\_/hr. \_\_% according to current union contract. | $\_\_/hr. \_\_% according to current union contract. | $\_\_/hr. \_\_% according to current union contract. Contract to be renegotiated by 7/1/27 | $\_\_/hr. \_\_% according to current union contract. |
| Pay upper quartile wages for industry and occupation | Yes  No, but will reassess it and move in this direction. | Identify what pay increase is needed for Journeymen Linemen, apprentices and other key positions to move toward the upper quintile for the occupation. Make wage adjustments for union and non-union employees. |  |  | Reevaluate pay scales and make adjustments for union and non-union employees. |  |
| Fringe Benefits | Employer-sponsored health insurance  Contributions to retirement  Tool purchase, care and replacement  Life Insurance  FR uniforms  Overtime/double time  Boot allowance  Phone stipend  On call take truck home | Fringe benefits are available for all full-time employees according to union contract and employee policies throughout the life of the project. | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| Training | Contributions to labor-management training partnership  Utilization of registered apprentices for at least 15% of construction jobs  Paid training  Tuition support or reimbursement  Paid study and testing time | At least 15 employees will receive paid training benefits. 5 in labor management training partnership, 6 apprentices, and 4 in skills training. Employees will be encouraged to participate in higher learning with tuition reimbursement with the goal of 2 employees per BP. | At least 15 employees will receive paid training benefits. 5 in labor management training partnership, 6 apprentices, and 4 in skills training. Employees will be encouraged to participate in higher learning with tuition reimbursement with the goal of 2 employees per BP. | At least 15 employees will receive paid training benefits. 5 in labor management training partnership, 5 apprentices, and 4 in skills training. Employees will be encouraged to participate in higher learning with tuition reimbursement with the goal of 2 employees per BP. | At least 15 employees will receive paid training benefits. 5 in labor management training partnership, 4 apprentices, and 4 in skills training. Employees will be encouraged to participate in higher learning with tuition reimbursement with the goal of 2 employees per BP. | At least 15 employees will receive paid training benefits. 5 in labor management training partnership, and 4 in skills training. Employees will be encouraged to participate in higher learning with tuition reimbursement with the goal of 2 employees per BP. |
| Health and Safety Committee with Hourly Worker Representation | Yes  Not at this time  Existing | 12 Monthly Meetings with MSMEC safety committee | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| Federated S.A.F.E. App | Yes  Not at this time  Existing | 100% participation using daily job safety and planning app that also digitally documents participation | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| NRECA Rural Electric Safety Achievement Program Certification | Yes  Not at this time  Existing | Annual planning and reporting | Annual planning and reporting | Recertification preparation | Recertify | Recertification preparation |
| NRECA Commitment to Zero Contacts Program | Yes  Not at this time  Planned | Implement phase 2 of Commitment to Zero Contacts Program. Get board and management commitment in writing. Employees commit in writing to use tools and Zero Contact Program protocols when working. | Employees will continue to use program. | Employees will continue to use program. | Employees will continue to use program. | Employees will continue to use program. |
| New Mexico Rural Electric Self-Insurer’s Fund Safety Training | Yes  Not at this time  Existing | 90% employee participation in the 10 safety trainings provided by NMRESIF | Employees will continue to use program with 90% participation. | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| Support for Worker Organizing/Collective Bargaining | Yes  Not at this time  Existing | Contract renewal |  |  | Contract renewal |  |
| Provide supplemental paid training for new technology deployed as part of the Project to be provided by vendor and/or Team Partner T&D | Yes  Not at this time  Planned | Schedule training maintenance and operation training after deployment of each new project technology.   1. Distribution automation - 3 employees 2. Mapping and system model operation and maintenance - 3 employees 3. Work management system - 6 employees. | Schedule at least one follow-up training in month 6 of BP for each technology for the same employees. | Schedule at least one follow-up training in month 6 of BP for each technology for the same employees plus one new employee for each technology. | Schedule at least one follow-up training in month 6 of BP for each technology for the same employees plus one new employee for each technology. | Evaluate skill levels obtained from training |
| Provide paid industry expert training and support from contractors and consultants for financial compliance, accounting and work order processing relating to grants | Yes  Not at this time  Planned | Schedule at least two on-site and two virtual 4-day training courses from CPA consultant for 4 employees in the Finance Department. Additional support will be scheduled as necessary. | Schedule at least one on-site or virtual CPA training and review for 4 employees in the Finance Dept. More will be scheduled as necessary. | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| Diversity, Equity, Inclusion, and Accessibility |  |  |  |  |  |  |
| Local recruitment efforts | Yes  No | MSMEC will recruit six positions locally and offer training to acquire the skillsets required for the positions as necessary.  MSMEC will facilitate local recruitment efforts with contractors, Help NM and economic development organizations to ensure local community members can be recruited for job opportunities throughout the project. | MSMEC will recruit any open positions locally and offer training to acquire the skillsets required for the positions as necessary. | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| Targeted recruitment efforts | Yes  No | MSMEC will target recruitment efforts to hire two journeymen linemen that live in MSMEC service area but are now working outside the service area. | MSMEC will target recruitment for journeymen linemen by working with IBEW, Help NM and NMREC by continuing the apprenticeship program and proactively filling this position as retirement, promotions or other reasons are identified. | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| Partnering or contracting with Minority -Serving Institutions (MSIs) or businesses majority owned or controlled by underrepresented persons or groups of underrepresented persons | Yes  No | Identify and establish relationships with all MSI and underrepresented businesses in and around MSMEC service area. Work with contractors and vendors to enter into community benefits agreements to purchase goods and services from identified businesses that otherwise would be purchased elsewhere. | At the end of the BP meeting with identified businesses to record estimated revenue increase % from contractors and vendors working on the project. Check for new businesses and add them to the existing list.  Desired outcome is a 10% increase in revenue for identified businesses. | At the end of the BP meeting with identified businesses to record estimated revenue increase % from contractors and vendors working on the project. Check for new businesses and add them to the existing list.  Desired outcome is a 10% increase in revenue for identified businesses. | At the end of the BP meeting with identified businesses to record estimated revenue increase % from contractors and vendors working on the project. Check for new businesses and add them to the existing list.  Desired outcome is a 10% increase in revenue for identified businesses. | At the end of the BP meeting with identified businesses to record estimated revenue increase % from contractors and vendors working on the project. Check for new businesses and add them to the existing list.  Desired outcome is a 10% increase in revenue for identified businesses. |
| Partner with quality pre-apprenticeship or apprenticeship readiness program[[1]](#footnote-2) | Yes  No | Partnerships with community-based organizations and ed/training providers for workforce needs planned. | In partnership with North Central NM Economic Development District, all new apprentices go through the Workforce Integration Network training program provided by UA Local 412 that provides general construction training and CDL certification. |  |  |  |
| Bilingual employees available for Spanish interpretation. | Yes  Not at this time  Existing | 14 MSMEC employees are bilingual in Spanish and English. They are available to interpret for MSMEC members, job applicants, contractors and others as needed in the office and out in the field. This is provided for MSMEC regular business and for public communications and community feedback for the Project | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| **Justice40 Initiative (disadvantaged communities)** |  |  |  |  |  |  |
| Identifies benefits/  impacts | Yes (project area is in the following New Mexico counties that are identified as DAC: Mora, San Miguel, Guadalupe)  No | For vegetation management portion of the Project Pecos, Montezuma, Sapello and other surrounding communities will realize reduced outages and outage duration. For grid modernization and hardening portion of the Project it will benefit all communities in MSMEC service area including the communities above and Mora, Sarafina, Villanueva, Buena Vista. | Same as BP 1 | Same as BP 1 | Same as BP 1 | Same as BP 1 |
| Reduction in energy costs | Yes  No | Commission Identify expenses that will improve with execution of the Project plan to include outage restoration and safety incidents expenses | At the end of the BP compare expenses to prior BP. | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| A decrease in environmental exposure and burdens | Yes  No | Project will reduce exposure to wildfires and other extreme weather events by reducing outages and damage to the grid. Identify number and SADI for outages categorized by wildfire and all other weather events in the prior year for baseline comparison. Determine damage costs from the same outages. | At the end of the BP Identify number and SADI for outages categorized by wildfire and all other weather events in the prior year. Determine damage costs from the same outages.  Desired outcome is at least a 10% reduction in outage numbers, SADI and damage cost from prior BP. | At the end of the BP Identify number and SADI for outages categorized by wildfire and all other weather events in the prior year. Determine damage costs from the same outages.  Desired outcome is at least a 20% reduction in outage numbers, SADI and damage cost from prior BP. | At the end of the BP Identify number and SADI for outages categorized by wildfire and all other weather events in the prior year. Determine damage costs from the same outages.  Desired outcome is at least a 40% reduction in outage numbers, SADI and damage cost from prior BP. | At the end of the BP Identify number and SADI for outages categorized by wildfire and all other weather events in the prior year. Determine damage costs from the same outages.  Desired outcome is at least a 50% reduction in outage numbers, SADI and damage cost from prior BP. |
| An increase in access to low-cost capital | Yes  No |  |  |  |  |  |
| An increase in quality job creation, the clean energy job pipeline, and job training for individuals | Yes  No |  |  |  |  | At the end of the Project MSMEC will have 4 new journeymen linemen, at least 9 employees trained in advanced grid technology |
| Increases in clean energy enterprise creation and contracting | Yes  No | Measure the number and MWs of behind the meter renewable generation, number and MWs of interconnected utility scale renewable generation with contracts with MSMEC and number and type of EV charging stations in MSMEC’s service area. |  |  |  | At the end of the project take the same measurements and BP 1 to identify growth in clean energy enterprise creation and contracting. |
| Increases in energy democracy, including Tribal nation ownership or community ownership of project assets | Yes  No | Through the system inventory, establish the baseline value of the electric system that is owned by the members of MSMEC |  |  |  | Report and publish for members the starting value of the system and the updated value of the system at the end of the budget period.  Goal is to for the system value to increase by at least 10%. |
| Increased parity in clean energy technology access and adoption | Yes  No | Establish baselines in  1. Average kWh consumption for residential service  2. number of net meters on the system  3. number of electric vehicle chargers on the system  Report and publish for annual member meeting. |  |  |  | Report and publish for annual member meeting the baseline and current  1. Average kWh consumption for residential service  2. number of net meters on the system  3. number of electric vehicle charger on the system |
| An increase in energy resilience and climate change | Yes  No | Identify baseline outage indices at beginning of project. SADI, SAFI, CADI | At the end of the budget period review the numbers and identify improvements and/or opportunities to improve. Report and publish at next annual member meetings. | Same as BP 2 | Same as BP 2 | Same as BP 2 |
| Increase in the use of electric vehicles and other energy efficiency projects for disadvantaged communities | Yes  No | Energy efficiency fund invests in community projects like EV charger and EV vehicles and other energy efficiency projects with partnership with Tri-State program.  Establish the number of level II and level III and home chargers in service area for baseline. Identify at least one other energy efficiency project and projected kWh savings. | At the end of the BP record the number of level II and level III and home chargers in service area compared to prior BP.  Report on increases in EV chargers and progress of energy efficiency project for.    Identify the next energy efficiency initiative with projected kWh savings and EV level II and III projects for the next BP. | At the end of the BP record the number of level II and level III and home chargers in service area compared to prior BP.  Report on increases in EV chargers and progress of energy efficiency project for.    Identify the next energy efficiency initiative with projected kWh savings and EV level II and III projects for the next BP. | At the end of the BP record the number of level II and level III and home chargers in service area compared to prior BP.  Report on increases in EV chargers and progress of energy efficiency project for.    Identify the next energy efficiency initiative with projected kWh savings and EV level II and III projects for the next BP. | At the end of the BP record the number of level II and level III and home chargers in service area compared to prior BP.  Report on increases in EV chargers and progress of energy efficiency project for.    Identify the next energy efficiency initiative with projected kWh savings and EV level II and III projects for the next BP. |

1. Explore Apprenticeship.gov at Explore Pre-Apprenticeship | Apprenticeship.govhttps://www.apprenticeship.gov/employers/explore-pre-apprenticeship https://www.apprenticeship.gov/employers/explore-pre-apprenticeshiphttps://www.apprenticeship.gov/employers/explore-pre-apprenticeship [↑](#footnote-ref-2)