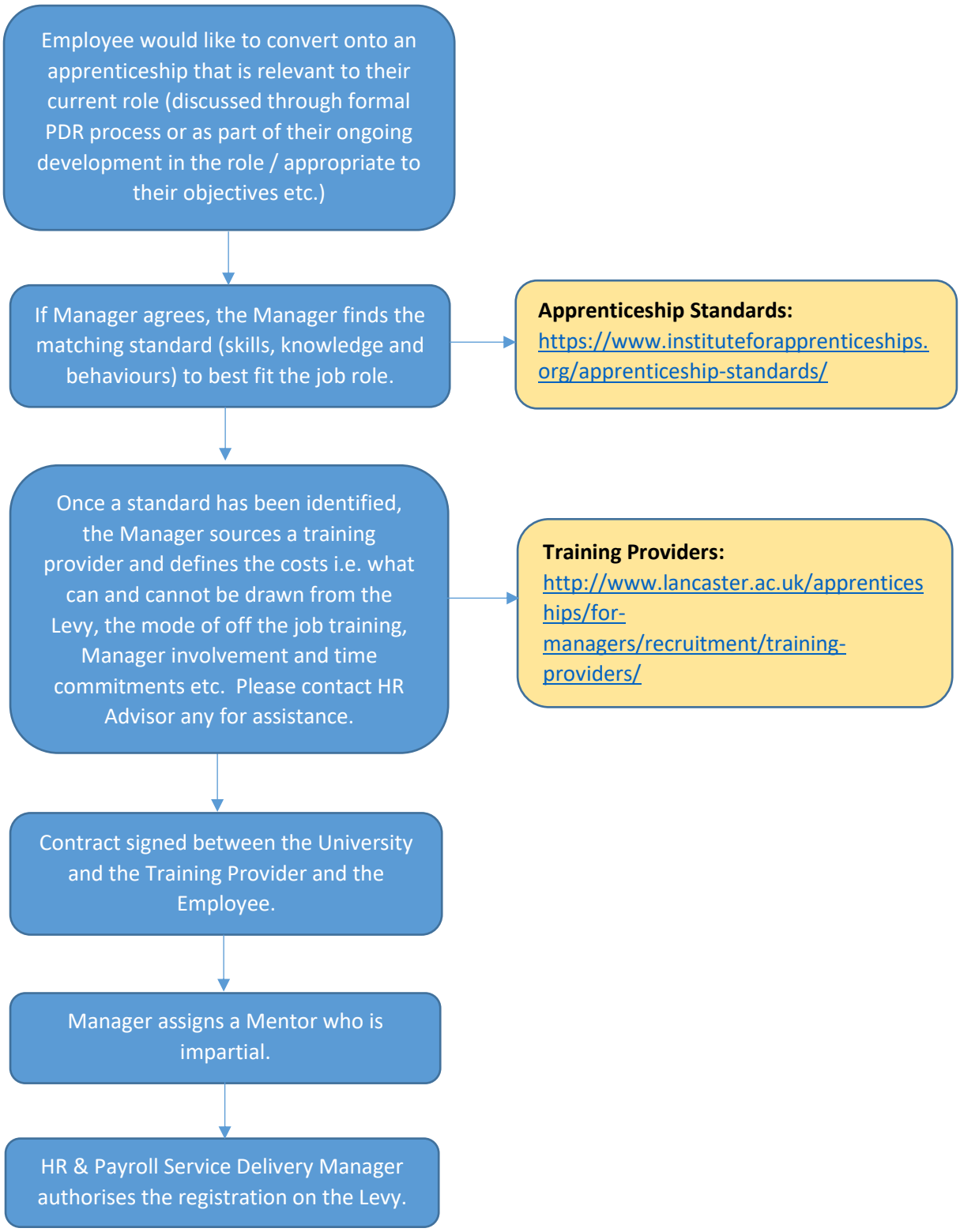Apprenticeship Process – Conversion of Existing Roles