

MAINTENANCE TECHNICIAN • APPRENTICE

Program Number 50-464-1

5-Year Contract

Work Hours (including related instruction): 10,000 Related Instruction: 1,296 hours • Night School: 8 hours

ABOUT APPRENTICESHIP

Apprenticeships are employer-sponsored training programs. You must have a contract before being invited to school. A special application process is used for these programs. Please contact the Apprenticeship Office for the proper forms. Apprenticeship means you earn while you learn. If you want a career in a skilled trade, apprenticeship is the best way to get there. You'll combine on-the-job training with on-campus learning—you'll have the best of both worlds when it comes to learning the skills you need to get ahead. And even better, you'll earn a paycheck while you learn those skills.

ABOUT THE CAREER

Maintenance Technicians work in industrial manufacturing and safely perform mechanical and electrical duties to keep machines, equipment, or the structure of a facility in repair. The Maintenance Technician Apprenticeship program is employer sponsored. This program combines the on-the-job hands-on training with related training at the technical college. Some hands-on training is used to reinforce the related training. Thus, skills are developed to help the technician keep machines and equipment operating and productive. If you like to maintain, repair, and troubleshoot problems and put theory to work, a career as a maintenance technician may be your ticket to success.

CAREERS

Graduates of Lakeshore's Maintenance Technician Apprenticeship program work as journey-level maintenance technicians in a variety of industrial and organizational settings.

INDUSTRIAL APPRENTICE APPLICATION REQUIREMENTS

- · Determined by employer
- Wisconsin Apprentice Contract

PROGRAM OUTCOMES

- · Demonstrate proper rigging techniques.
- Select an appropriate power transmission system for a given application.
- · Identify suitable pumps for given applications.
- · Recommend bearings for given applications.
- Plan for fabricating parts and assemblies according to specifications.
- Apply operational and troubleshooting principles to fluid power systems.
- · Lay out an equipment installation plan.
- Plan maintenance schedules for a given system.
- · Apply AC and DC theory to an industrial setting.
- Apply the National Electric Code requirements to industrial equipment and facilities.
- Apply operational and troubleshooting principles to a transformer installation.
- · Maintain electric motors and motor controls.
- Test solid-state electronic system components.
- · Apply operational and troubleshooting principles to power systems & variable speed drives.
- Apply operational and troubleshooting principles to programmable logic controllers and automation equipment.
- Apply operational and troubleshooting principles to fluid power systems.
- Interpret industrial equipment drawings and electrical prints.
- Communicate trade and occupational-related information effectively.

APPROXIMATE COSTS

Contact the Lakeshore Apprenticeship Office or visit www.lakeshore.edu/apprenticeship for detailed information.

SPECIAL NOTE

You must have a sponsoring employer and contract before attending school.

CAREER & EDUCATION ADVANCEMENT OPPORTUNITIES

Lakeshore credits transfer to over 30 universities. For more information visit lakeshore.edu/ future-students/transfer.

Curriculum and program acceptance requirements are subject to change. Program start dates vary; check with the Apprenticeship Office for details. The tuition and fees are approximate based on 2025-2026 rates and are subject to change prior to the start of the academic year.

	Catalog No.	Class Title Cred	dit(s)
5 5 5 5 5	00423710 00423713 00423717 00413750 00413773 00413762 00413752	Term 1 Math for MMMP Precision Measurements for MMMP Electricity for MMMP DC Electricity for IE Part 1 Safety and Print Reading for IE Industrial Electrician Motor Controls 1 Code 1: Intro to the NEC	1 0.5 0.5 1 0.5 1 0.5 5
5 5 5	00423711 00423740 00413774 00413763 00413756	Term 2 Print Reading for MMMP Mechanical Fastening and Safety for MMMP DC Electricity for IE Part 2 Industrial Electrician Motor Controls 2 Code 2: Cords/Cables and Conductors	1 1 1 0.5 4.5
5 5 5	0423741 0423714 0413751 0413764 0413757	Term 3 Equipment Installation for MMMP Rigging for MMMP AC Electricity for IE Part 1 Industrial Electrician Motor Controls 3 Code 3: Enclosures and Raceways	1 1 1 0.5 4.5
5 5 5 5	0423738 0423716 0423715 0413775 0413769 0413753	Term 4 Sheet Metal and Structural Steel for MMMP Metallurgy for MMMP Welding for MMMP AC Electricity for IE Part 2 IE Programmable Logic Controllers 1 Code 4: OCPD and Electrical Device	0.75 0.50 0.75 1 1 0.5 4.5
5 5 5	0423742 0423743 0413760 0413770 0413759	Term 5 Power Transmission Principles for MMMP Power Transmission Drives for MMMP Industrial Electrician Transformers IE Programmable Logic Controllers 2 Code 5: Transformers	0.5 1.5 1 0.5 4.5
5 5 5 5	0423731 0423744 0423724 0423724 0413761 0413771 0413758	Term 6 Couplings and Alignment for MMMP Bearings and Lubrication for MMMP Preventative and Predictive Maintenance for MMMP IE Motors and Generators IE Programmable Logic Controllers 3 Code 6: Motors and Generators	0.5 1 0.5 1 1 0.5 4.5
5 5 5 5	00423720 00423722 00423732 00413768 00413767 00413766	Term 7 Pipefitting and Valves for MMMP Packings, Seals, and Gaskets for MMMP Pumps for MMMP IE Solid State Electronics Fluid Power Systems for IE - Hydraulics Fluid Power Systems for IE- Pneumatics	0.75 0.5 0.75 2 0.5 0.5 5
5 5 5	00423721 00423745 00413765 00413776 00413772	Term 8 Hydraulic Systems for MMMP Pneumatic Systems for MMMP Power Systems & Variable Speed Drives for IE Code 7: Grounding and Bonding Alternative Energy Systems	1 1 2 0.5 0.5

TOTAL 37.5



AC ELECTRICITY FOR IE PART 1...introduces the industrial electrical apprentice to the basic concepts of alternating current. Emphasis is placed on circuit analysis and the problem solving skills necessary for the maintenance of the modern industrial electric systems. CONDITION: 504131 Ind Electrician Apprentice or 504641 Maintenance Tech Apprentice regs met

AC ELECTRICITY FOR IE PART 2...introduces the industrial electrical apprentice to the basic concepts of alternating current. Emphasis is placed on circuit analysis and the problem solving skills necessary for the maintenance of the modern industrial electric systems. CONDITION: 504131 Ind Electrician Apprentice or 504641 Maintenance Tech Apprentice regs met

ALTERNATIVE ENERGY SYSTEMS FOR... examines new and emerging technologies influenced by alternative energy trends which are impacting work processes today and in the future. The course introduces apprentices of alternative energy systems related knowledge and skills. Topics covered in this course include energy efficient energy conservation; changes in state, national and local codes; lighting alternatives; alternative energy generation; energy efficient motors, drives, controllers, and equipment. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

BEARINGS AND LUBRICATION FOR MMMP...examines bearing types and applications, and compares various equipment bearings. Apprentices will develop skills related to bearing inspection, selection, removal, mounting, and diagnosing bearing failures. Apprentices will also examine the types, principles, and applications of bearing and machine lubricants and lubricating systems. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Pint Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

CODE 1: INTRO TO THE NEC...introduces the apprentice to the layout and purpose of the National Electric Code (NEC). It also strives to teach the apprentice proper methodology to research a code question and correctly interpret what they are reading. Apprentices will research the structure of the NEC and define the requirements of the code that are common to all electrical installations. In addition, apprentices will examine the installation requirements for fire pumps, emergency systems and fire alarms. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice reqs met

CODE 2: CORDS/CABLES AND CONDUCTORS...examines course five of eight, article 300 of the NEC and wiring methods for industrial electrical applications. In addition, apprentices will determine sizing requirements for cords and cables for installations common to industrial facilities. Finally, the course will identify code requirements for equipment installations in hazardous locations. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Tech Apprentice regs met

CODE 3: ENCLOSURES AND RACEWAYS... examines course six of eight covering selection of proper conductors and raceways for industrial electrical installations as required by the NEC and other electrical codes. In addition, course competencies will include examining the installation requirements for data and communication cables. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

CODE 4: OCPD AND ELECTRICAL DEVICE...introduces the industrial electrical apprentice how to plan for the installation of overcurrent protection devices and how to select the proper boxes, cabinets and conduits for industrial electrical codes. This is the second of 8 course modules on the NEC. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

CODE 5: TRANSFORMERS... examines course eight of eight which reviews the electrical code requirements which provide for the protection of various industrial transformer installations. Course competencies include developing plans, sizing equipment and components, safety, and references to applicable sections of the NEC. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

CODE 6: MOTORS AND GENERATORS... examines course seven of eight which reviews the code requirements for the selection of electrical components for typical industrial electrical motor installations. Course module includes sizing of controls, conductors, switches, branches, and more. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

CODE 7: GROUNDING AND BONDING...examines the application of grounding to industrial electrical situations as required by the NEC and other electrical codes. Apprentices will complete their review of this portion of the NEC and examine additional related electrical codes in effect across Wisconsin. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

COUPLINGS AND ALIGNMENT FOR MMMP...compares different coupling types and examines common misalignment problems. Apprentices will develop skills related to inspecting, troubleshooting, lubricating, and preparing couplings for removal and installation by using dial indicators and laser aligners. This course will also discuss types and principles of clutches and brakes. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

DC ELECTRICITY FOR IE PART 1...introduces the fundamental concepts of and computations related to DC electricity. Emphasis is placed on circuit analysis and the problem solving skills necessary for the maintenance of modern industrial electric systems. Competencies related to metering and safe use of measuring devices are included. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

DC ELECTRICITY FOR IE PART 2...introduces the fundamental concepts of and computations related to DC electricity. Emphasis is placed on circuit analysis and the problem solving skills necessary for the maintenance of modern industrial electric systems. Competencies related to metering and safe use of measuring devices are included. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

ELECTRICITY FOR MMMP... examines basic electrical terms and theory. Apprentices will learn motor wiring, multimeter use as well as lockout tagout as it applies to electricity. CONDITION: 504231 Millwright Apprentice or 504641 Maintenance Technician Apprentice requirements met

EQUIPMENT INSTALLATION FOR MMMP...provides knowledge regarding common practice procedures for the layout of equipment installations, planning for moving equipment, and methods for setting and leveling equipment. This class will also examine the principles of concrete as well as anchoring of equipment in concrete. PREREQS: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

FLUID POWER SYSTEMS FOR IE - HYDRAULICS...examines hydraulics course customized for industrial electricians and relates the basics of hydraulic theory and hydraulic components. Safety and the interrelationship between hydraulic power with electrical control is emphasized. CONDITION: 504131 Ind Electrician Apprentice or 504641 Maint Tech Apprentice regs met

FLUID POWER SYSTEMS FOR IE - PNEUMATICS...examines pneumatics customized for industrial electrician apprentices who deal with fluid power systems. This course will relate the basics of pneumatic theory and pneumatic components. Safety and the interrelationship between hydraulic power with electrical control is emphasized. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

HYDRAULIC SYSTEMS FOR MMMP...provides instruction to apprentices concerning many aspects of inspecting, servicing, and troubleshooting hydraulic systems and components. Apprentices will learn safety related issues and be taught proper safety procedures for working with hydraulic systems and components. PRERECUISITES: 504423170 Mah for MMMP, 60423110 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

IE MOTORS AND GENERATORS...introduces the industrial electrician apprentices to explore motor controls. This course introduces concepts, terminology, and safety. In addition, this is designed to give the Industrial Electrician Apprentice the knowledge required by industry to maintain electric motors and generators. This course material will cover DC motors and generators, single-phase and three-phase motors, as well as alternators. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

IE PROGRAMMABLE LOGIC CONTROLLERS 1...designed to teach the fundamentals of programmable logic controller and its programming software. The first course of 3 will introduce terminology, concepts, print reading and safety. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentic errequirements me

IE PROGRAMMABLE LOGIC CONTROLLERS 2...examines second of three courses for industrial electrician apprentices. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice regs met

IE PROGRAMMABLE LOGIC CONTROLLERS 3... examines third course of three for industrial electrician apprentices. PLC applications and assessment projects are planned. CONDITION: 504131 Ind Electrician Appr or 504641 Main Tech Appr regs met

IE SOLID STATE ELECTRONICS...provides apprentice with the skills and knowledge for troubleshooting basic solidstate devices and circuits. The construction, identification, and operating characteristics of solid-state devices are investigated. The apprentice builds test circuits, gathers and analyzes data, and follows safety procedures. Methods for locating defective component are applied. Replacement of printed circuit board components is performed. Also examined is the effect of temperature on devices. CONDITION: 504131 Ind Electrician Apprentice or 504641 Maintenance Technician Apprentice reqs met INDUSTRIAL ELECTRICIAN MOTOR CONTROLS 1...introduces learner through the fundamentals of electric motor control. Will learn to recognize and draw the basic symbols, the language of motor controls, and how to apply these symbols into current industrial format. Will also learn to draw ladderand wiring diagrams. Introduced to the logic used in motor control and be required to apply this logic in order to correctly interpret, design and wire control circuits. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

INDUSTRIAL ELECTRICIAN MOTOR CONTROLS 2...examines second course of three and examines motor controls applicable to the industrial electrician trade. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice reutinements met

INDUSTRIAL ELECTRICIAN MOTOR CONTROLS 3...examines third of three courses examining motor controls applicable to the industrial electrician trade. Applications and assessment activities are intended in this course. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements may

INDUSTRIAL ELECTRICIAN TRANSFORMERS...introduces Industrial Electrician Apprentice to the basic concepts of single and three-phase transformers. The course will cover transformer theory, turns, current and voltage ratios as well as proper connections and use of various transformers. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

MATH FOR MMMP...examines math concepts as they relate to millwrights and machine maintenance. Apprentices will develop skills related to converting fractions to decimals; using both standard and metric systems; applying basic algebra to solving problems; computing area, volume, mass, and torque; using trigonometry; and using math charts, tables and references in support of common work processes. CONDITION: 504231 Millwright Appr or 504641 Maint Tech Apprentice requirements met

MECHANICAL FASTENING AND SAFETY FOR MMMP...examines safety as it relates to hand and power tools and explores the theory and application of torque in the MMMP Trades. Apprentices will compare fasteners and their uses, analyze fastener failures, and install various mechanical fasteners. In addition, apprentices will compare adhesives and sealant types and applications, develop skills related to applying them in repair applications, interpreting SDS information, ahadiling hazardous materials. CONDITION: 504231 Millwright Apprentice or 504641 Maintenance Technician Apprentice requirements met

METALLURGY FOR MMMP...develops apprentice skills regarding metallurgical concepts. Apprentices will compare various metals and their applications, apply metallurgical techniques to work processes, test metals for hardness, and examine heat treating applications. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

PACKINGS, SEALS, AND GASKETS FOR MMMP...will examine packings, seals, and gaskets and compare materials and applications. Skills in layout, cutting, inspecting, removing, and installing these components will be developed. PREREQS: 504423170 Math for MMMP, 50423713 Prec Meas MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mech Fasting & Strip MMMP or 50423712 Fastins MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

PIPEFITTING AND VALVES FOR MMMP...introduces apprentices to principles, application and types of pipe, materials, fittings, tubing, and valves, and develops skills related to layout, installation, and maintenance. PREREC; 504423170 Math for MMMP; 50423711 Print Read MMMP and (50423740 Mech Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

PNEUMATIC SYSTEMS FOR MMMP...provides instruction to apprentices concerning many aspects of inspecting, servicing, and troubleshooting pneumatic systems and components. The concepts of compressed air systems and vacuum systems will also be evaluated. Learn safety related issues and taught proper safety procedures for winking with pneumatic systems and components and examine preventive maintenance techniques commonly used on the job. PREREOS: 504423170 Math for MMMP, 50423713 Preictsion Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mech Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

POWER SYSTEMS AND VARIABLE SPEED DRIVES FOR IE...provides opportunity for students to learn about power systems and variable speed drives (VSD's). Topics include electricity, electronics, power transmissions, motor operations, AC and DC motor drives, servo and stepper drives, peripherals and communication. Will also explore closed loop control, feedback devices, and drive maintenance and the troubleshooting of VSD's. CONDITION: 504131 Industrial Electrician Apprentice or 504641 Maintenance Technician Apprentice requirements met

POWER TRANSMISSION DRIVES FOR MMMP...examines drive transmission systems and their applications, including gear drives, chain drives, belt drives, and conveyor systems. Apprentices will compare different types of gear drive systems and components, chain drive systems and components, chain drive systems and components, as well as different types of conveyors and their related components. Apprentices will develop skills necessary for inspecting, troubleshootting, removing, selecting, and installing components used in the various mechanical drive transmission systems. PREREQS: 504423170 MMMP, 50423171 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

POWER TRANSMISSION PRINCIPLES FOR MMMP...examines the physics and principles of simple machines and how those principles are used in the development of the skills necessary for inspecting mechanical power transmission systems and troubleshooting mechanical drive systems. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

PRECISION MEASUREMENTS FOR MMMP...develops apprentice skills in precision measurement. Types of measuring instruments will be compared and then measuring skills using tapes, steel rules, micrometers, calipers, indicators, and gauges will be developed. CONDITION: 504231 MillwrightApprentice or 504641 Maintenance Technician Apprentic requirements met

PREVENTIVE AND PREDICTIVE MAINTENANCE FOR MMMP...examines both preventive and predictive maintenance concepts as they apply to millwright work processes and machine maintenance including vibration and lubrication analysis. Apprentices will develop skills related to assessing machine conditions and faults based on the preventative and predictive maintenance. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

PRINT READING FOR MMMP...explores reading prints commonly used by millwrights and machine maintenance workers. Course competencies include comparing types of prints, interpreting structural drawings, identifying parts from prints, and developing apprentice sketching drawing skills. CONDITION: 504231 Millwright Apprentice or 504641 Maintenance Technician Aporentice requirements met

PUMPS FOR MMMP...compares different pump types including centrifugal, diaphragm, gear, vane and their applications. Apprentices will complete a field inspection of pumps and learn how to troubleshoot, remove, overhaul, and install and perform preventative maintenance on pumps. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423711 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

RIGGING FOR MMMP...compare types of rigging equipment and uses; determine safe loads, rig and crib loads, move a load with cranes and hoists, including signaling. Also cover usage and the safety of ladders and scaffolding, PREREGS: 504423170 Math for MMMP, 50423171 print Read MMMP and (50423740 Mechl Fastening & Safety MMMP of 50423740 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

SAFETY AND PRINT READING FOR IE...acquaints the apprentice with the interpretation of "prints" (blueprints) and other engineering and manufacturing documentation. The primary focus of the course will be on the basics of prints and how they are used to convey information to technicians. Application of electrical prints from industrial settings will be studied. CONDITION: 504131 Industrial Electrican Apprentice or 504641 Maintenance Technician Apprentice requirements me

SHEET METAL AND STRUCTURAL STEEL FOR MMMP...compares types of sheet metal and tools used by the trade. Apprentices will develop skills related to fabricating sheet metal and structural steel, including layout, bending and forming, as well as erecting structural steel. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423711 Electricity MMMP, 50423711 Print Read MMMP and (50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)

WELDING FOR MMMP...compares common welding processes and develops apprentice skills related to welding, cutting, heating and using oxy-gas. Welding with arc, MIG and TIG is included, along with common cutting and joining techniques. PREREQUISITES: 504423170 Math for MMMP, 50423713 Precision Measure MMMP, 50423717 Electricity MMMP, 50423711 Print Read MMMP and 50423740 Mechanical Fastening & Safety MMMP or 50423712 Fasteners MMMP Trades and 50423723 Adhesives & Sealants MMMP Trades)