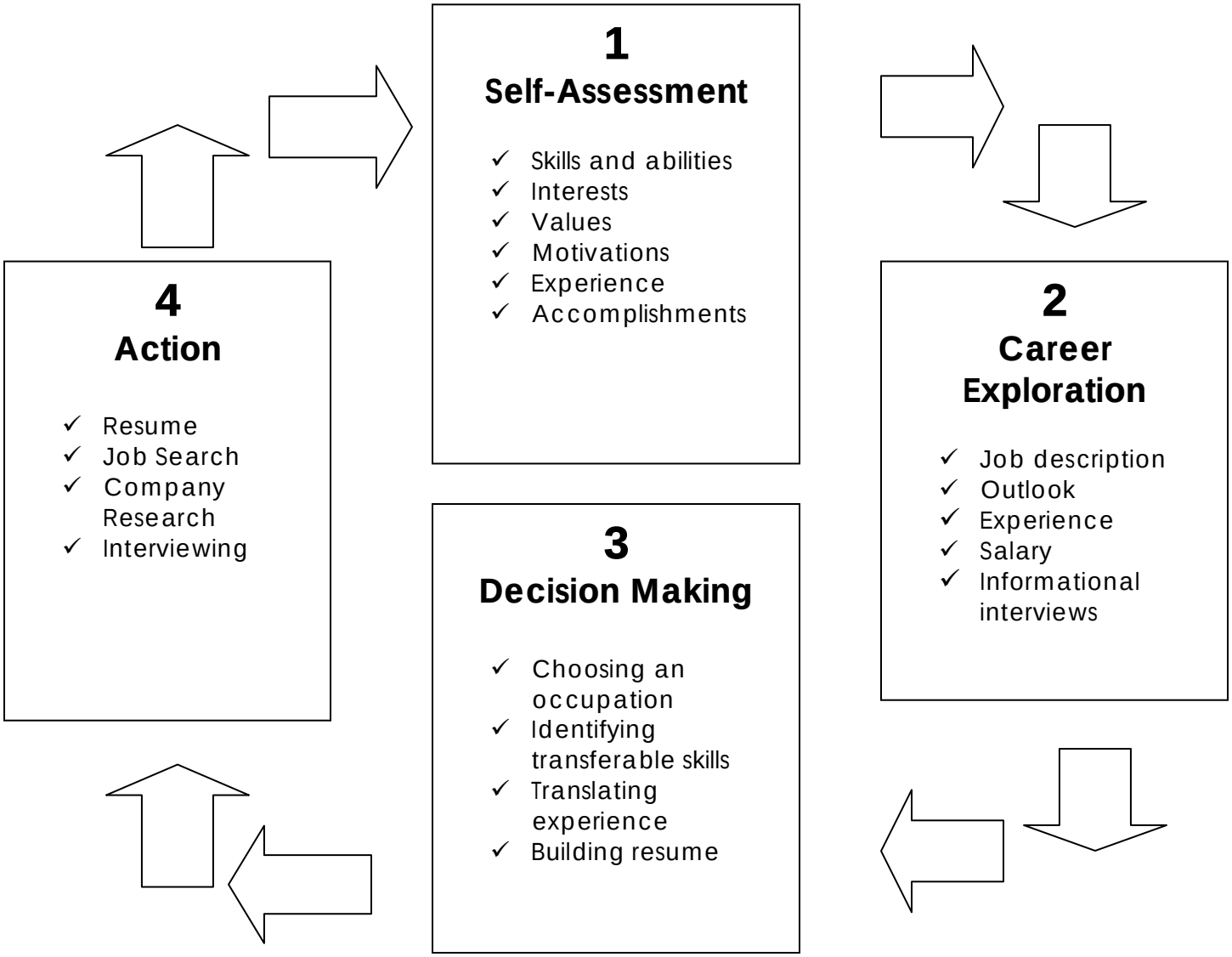Career Development Process