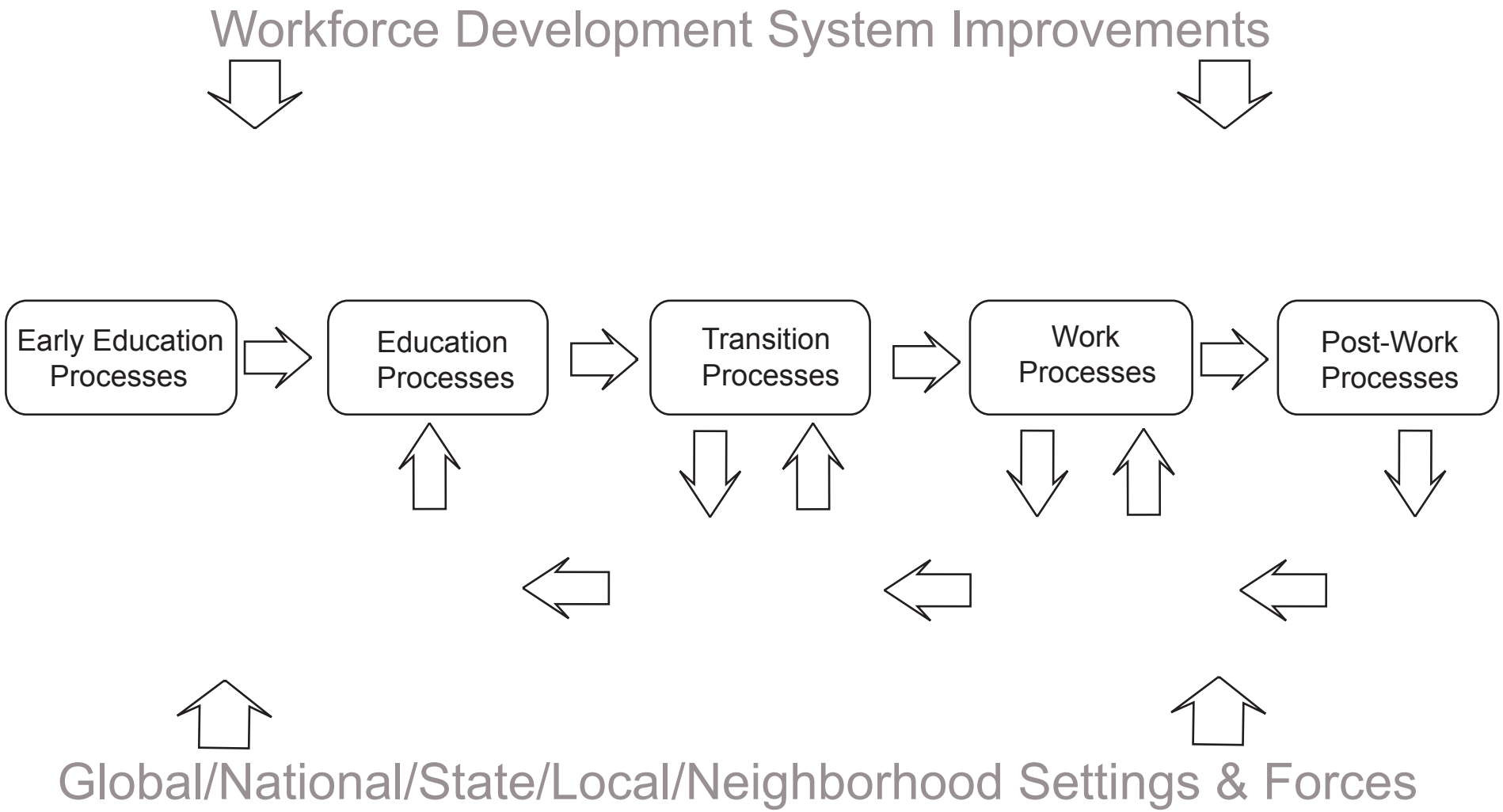Workforce Development Process Map