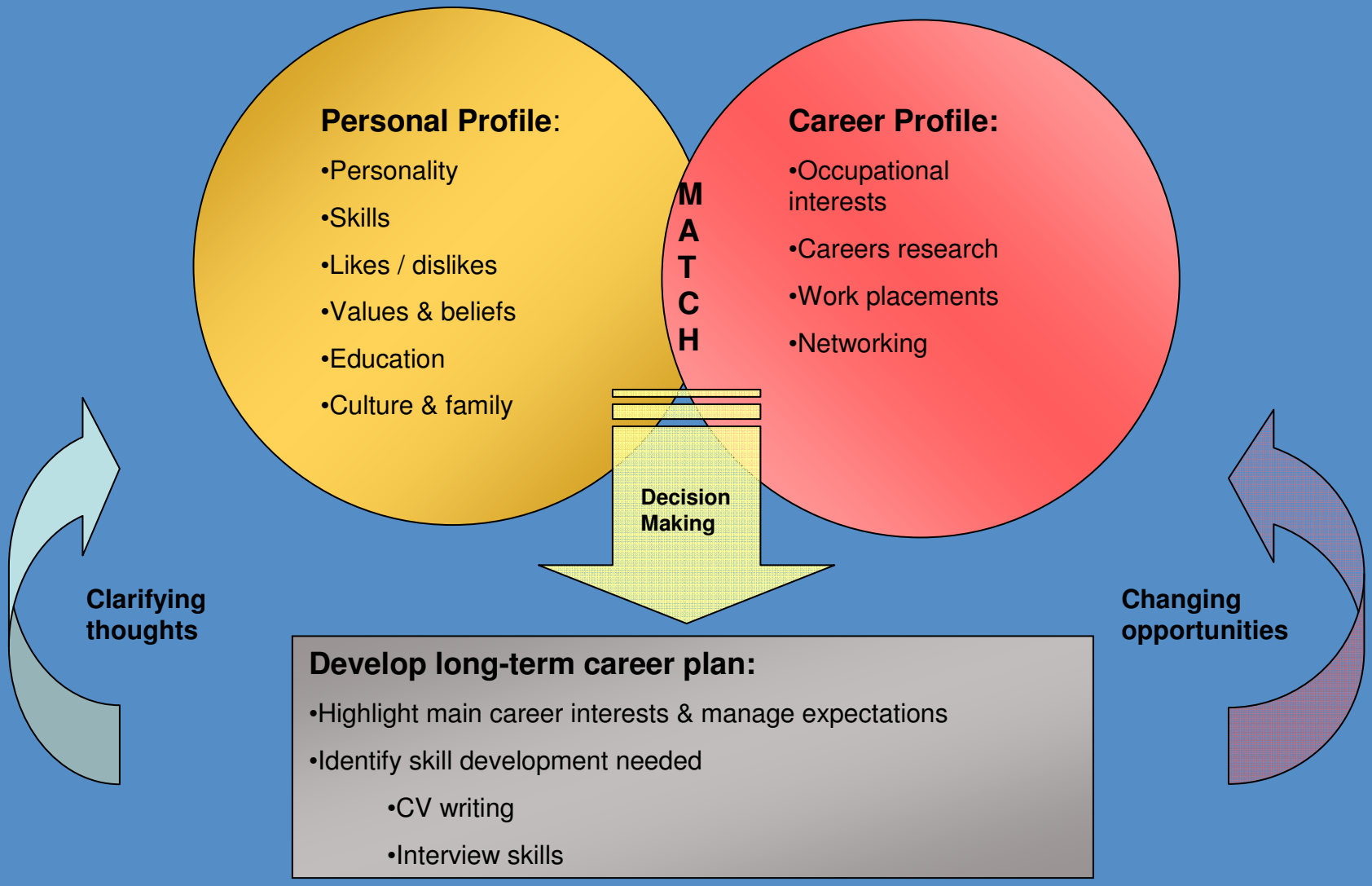Personal Development and Welfare – Career Development Process