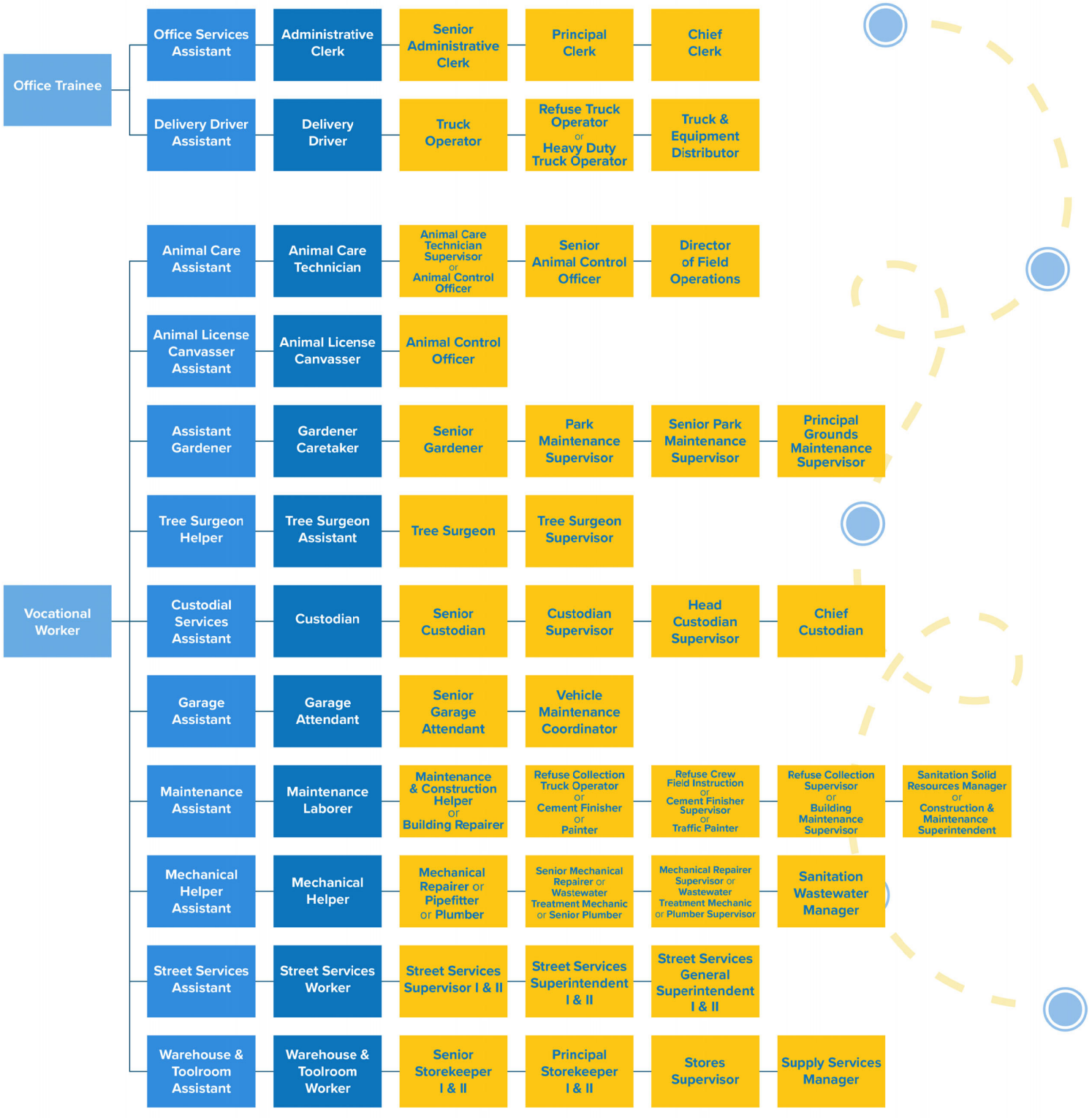AVAILABLE JOB PATHWAYS