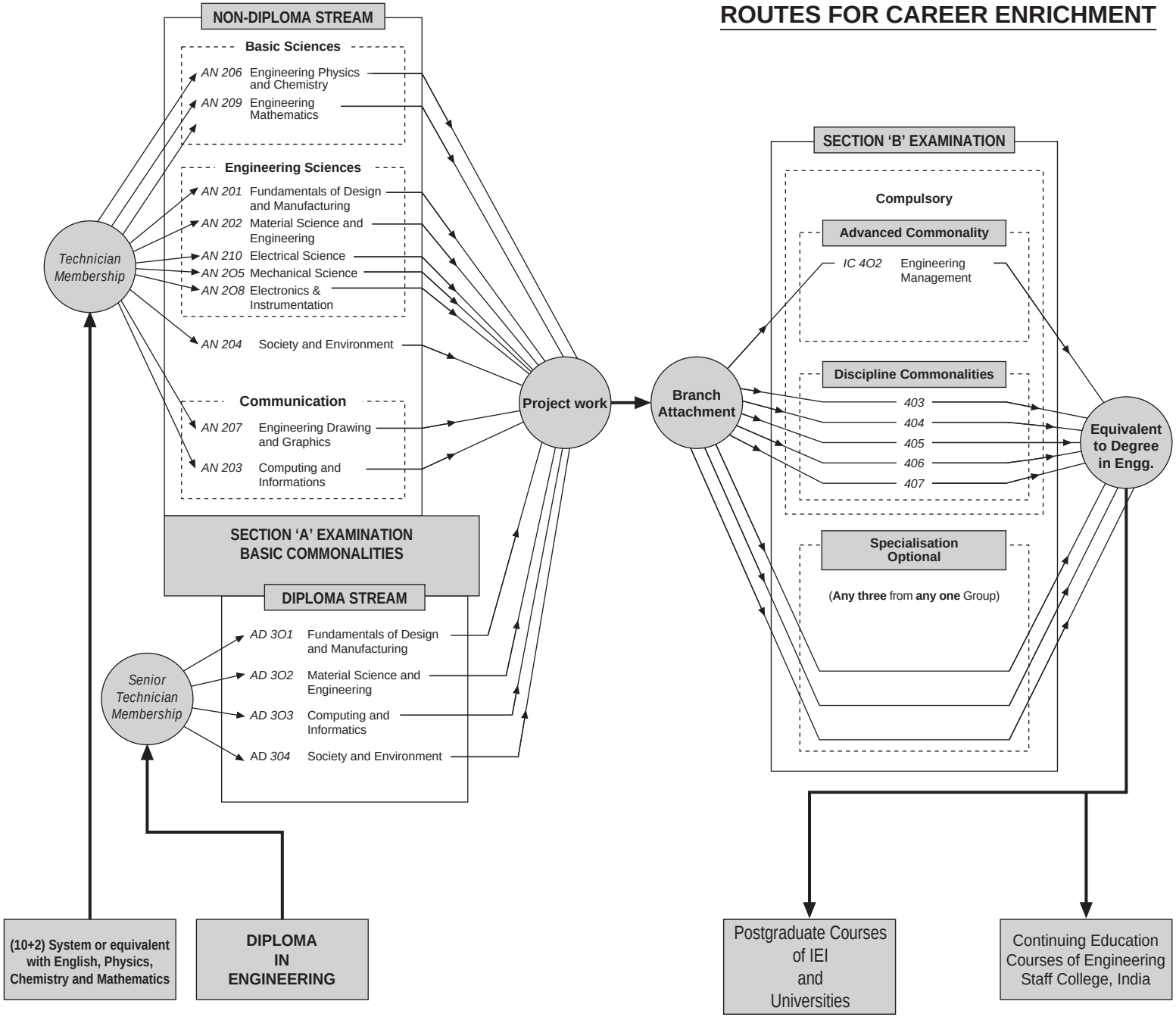ROUTES FOR CAREER ENRICHMENT