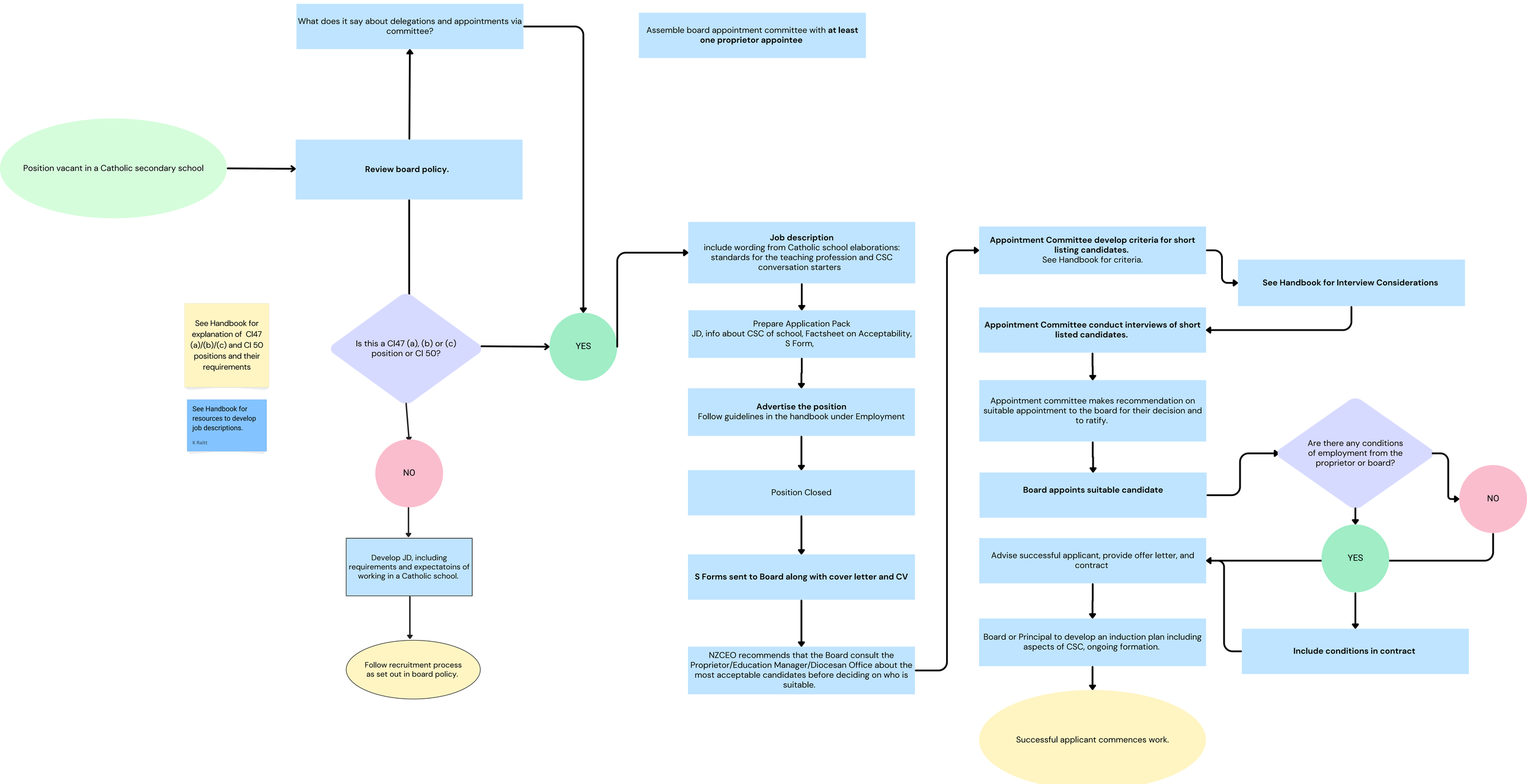Employment Process – Secondary School