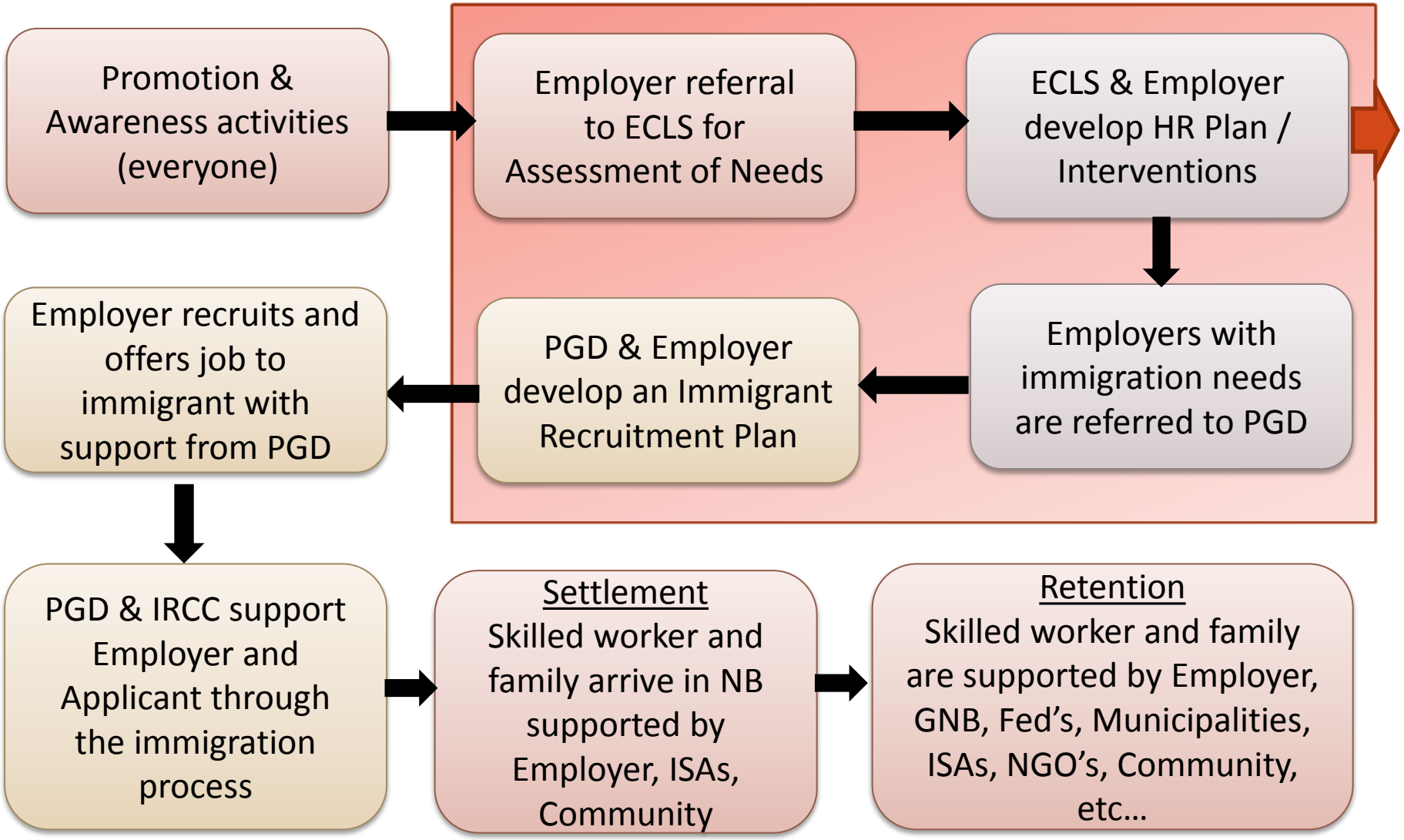Process to Support Employers with Workforce Needs