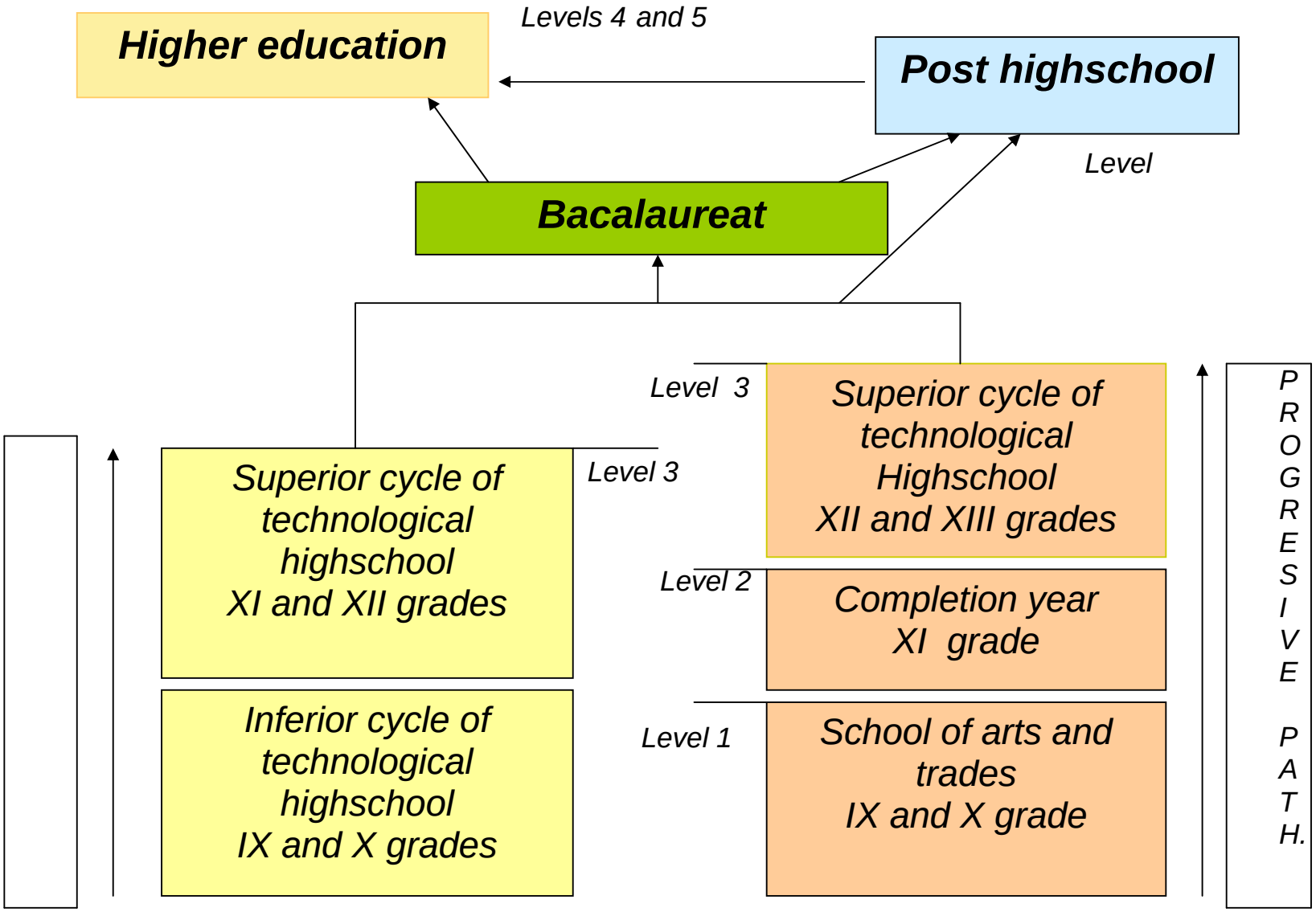TVET training pathways