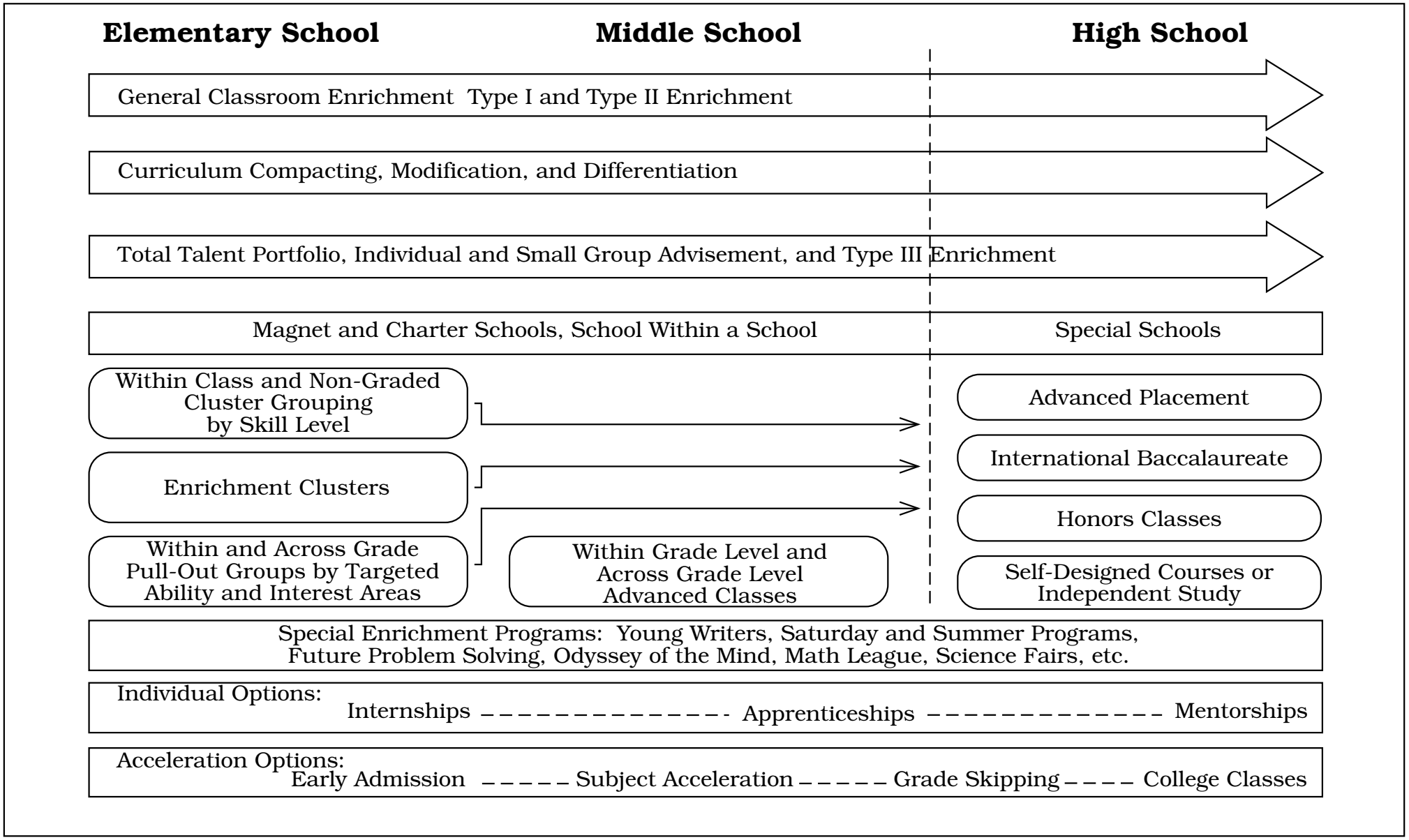The Continuum of Services for Total Talent Development