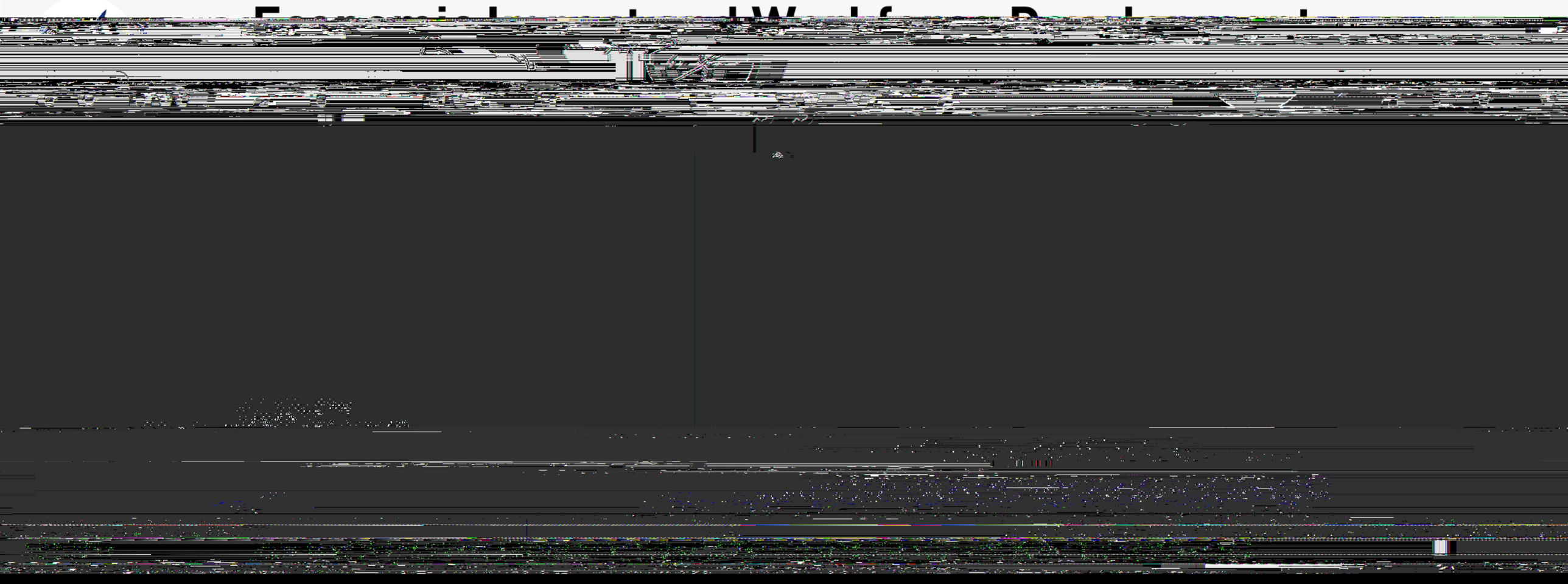Economic Impact and Workforce Development