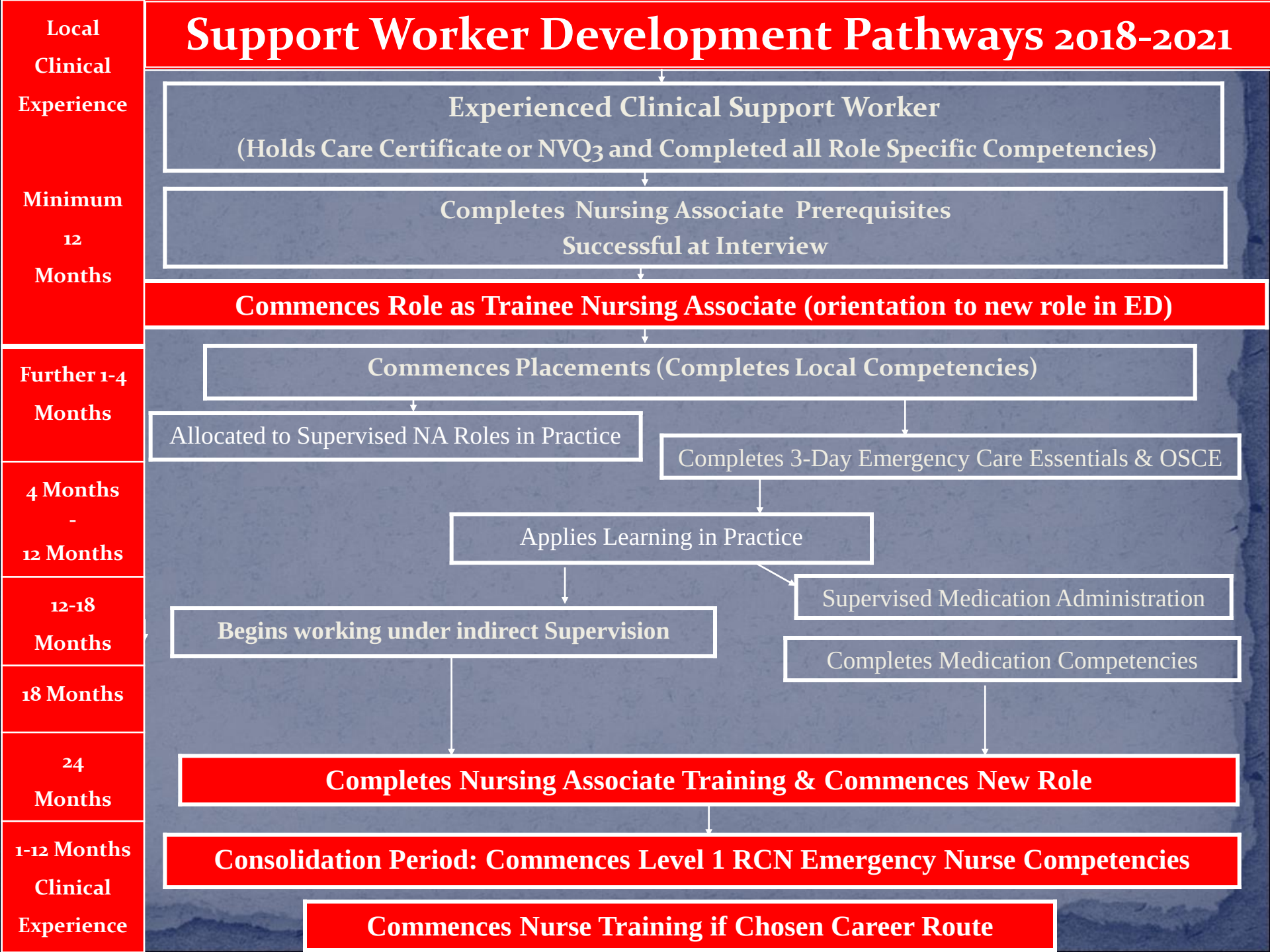Support Worker Development Pathways 2018-2021