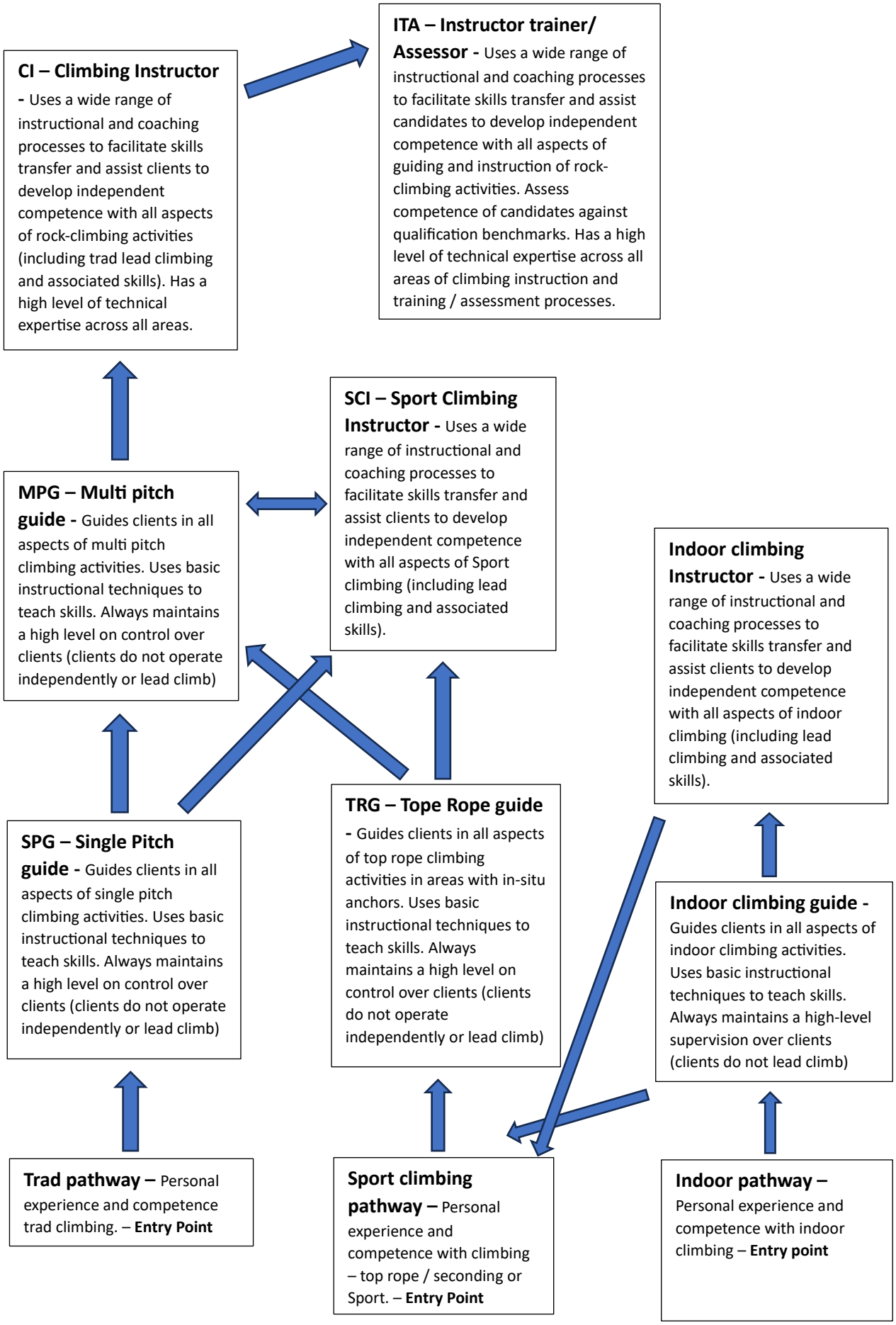Qualification scheme structure and pathways.